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# CAUT ACPPU BULLETIN

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Carine Bea Author & Activist 1903-2001

## MPs Call for Restored Funding for Drug Watchdog Group at UBC

UNDER threat from the BC government, an internationally acclaimed drug watchdog group based at the University of British Columbia has received endorsement from three federal politicians.

Conservative Terence Young, Liberal Ujjal Dosanjh and New Democrat Jean Crowder threw their support behind the Therapeutics Initiative, saying they want core funding preserved for the beleaguered group.

"The decision by the Campbell government to cut the TI's funding by almost half is jeopardizing the group's survival and ability to continue all of its important work, including in the drug assessment process," said Young, an Ontario MP and author of *Death by Prescription*, while addressing a record crowd of physicians, health policy experts and others at a cross-party event recently in Vancouver organized by CAUT and the Canadian Health Coalition.

"This will no doubt result in preventable deaths from dangerous use of new prescription drugs, so I urge the BC government to reverse this decision."

On Jan. 21 the provincial government tried to downplay the impact of its response to recommendations of an industry-dominated pharmaceutical task force by announcing that the TI was being offered contracts worth \$150,000 to conduct clinical evidence reviews.

"What's ironic is that the government simultaneously confirmed it's cutting \$450,000 from the \$1-million budget of the TI," said CAUT executive director James Turk. "The government is carrying out the wishes of Big Pharma by un-



determining the ability of this vital UBC research and public interest group to survive."

Dosanjh, the MP for Vancouver-South and health critic for the Official Opposition, said the TI is a model of independent drug assessment that should be saved in BC and adopted across Canada.

"It is the cornerstone of a universal, public pharmacare program, grounded in evidence not marketing hype," said Dosanjh.

Crowder, who represents Nanaimo-Cowichan, charged that what's happening in BC is part of "a broader campaign by the pharmaceutical industry to get dangerous new drugs to market faster. First they get Health Canada to weaken safety standards for approvals and then they pressure provinces to pay for unsafe and expensive new drugs ... It's time to put a stop to this abuse and get back to putting health protection ahead of profit-making rationality." ■

## Un soutien multipartite autour d'un groupe de surveillance des médicaments à l'UBC

ENACÉ par le gouvernement de la Colombie-Britannique, le groupe de surveillance des médicaments Therapeutics Initiative (TI) établi à l'Université de la Colombie-Britannique et reconnu à l'échelle internationale a reçu l'appui public de trois députés fédéraux — le conservateur Terence Young, le libéral Ujjal Dosanjh et la néo-démocrate Jean Crowder —, lesquels demandent au gouvernement de la province de maintenir l'intégrité du financement de base versé à l'organisme en difficulté.

« La décision prise par le gouvernement Campbell de réduire de presque de moitié le financement de base de ce groupe met en péril sa survie de même que sa capacité à assumer pleinement toutes ses activités importantes, au travers notamment du processus d'évaluation des médicaments », a déclaré M. Young, député ontarien et auteur du livre *Mourir sur ordonnance*,

en s'adressant à un nombre record de médecins, experts en politique de la santé et autres intervenants lors d'un déjeuner interpartis organisé récemment à Vancouver par l'ACPPU et la Coalition canadienne de la santé.

« J'exhorte le gouvernement de la C.-B. à revenir sur sa décision afin de prévenir des décès évitables dus à l'utilisation dangereuse de nouveaux médicaments sur ordonnance. »

Le 21 janvier, le gouvernement provincial, tentant de minimiser l'impact de sa réponse aux recommandations d'un groupe de travail sur les questions pharmaceutiques, composé

majoritairement de représentants de l'industrie, a annoncé que des contrats d'une valeur de 150 000 \$ venaient d'être offerts à la Therapeutics Initiative pour effectuer des examens de données probantes cliniques.

« Ce qui est ironique, c'est que dans le même temps le gouvernement confirmait qu'il sabrait 450 000 \$ dans le budget de un million de dollars de la TI », a observé le directeur général de l'ACPPU, James Turk. « Le gouvernement obéit à la volonté des grandes sociétés pharma-

Voir UN SOUTIEN MULTIPARTITE à la page A7 ➤

# CAUT BULLETIN

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# COMMENT OPINIONS

## COMMENTARY

# Trust U: A Radical Vision for Reform

Partnership model would cut management & make mission key again, say Rebecca Boden, Penelope Ciancanelli & Susan Wright

DEBATES about UK university finances concentrate on income and ignore how the cash is spent even as evidence mounts about escalating university management and administration costs. More money on management means less for teaching and research. If we are to see the current crisis as an opportunity, we need to promote radical alternative models for running universities.

Management cost increases can be seen as the product of governance failures. Although commercial firms are led by managers, they have shareholders and work within markets, both of which help to discipline managerial behaviour, especially around costs. Universities have no shareholders, only an amorphous group of stakeholders with little, if any, formal power. The markets they operate within are weak: universities are oligopolistic suppliers and the state is in effect the sole customer, albeit sometimes by proxy.

This power asymmetry produces an inefficient, managerially top-heavy sector. Although academics' work is monitored, assessed and audited, managerial effectiveness remains largely unexamined.

The governance roles of university councils or boards are formally similar to those of shareholders. But they are a poor proxy for shareholders – as they make no financial investment, they have no financial vested interest to defend. If shareholders cash out, this can signal falling market confidence, threatening managers' jobs. But if members of governing bodies resign, there is no market to register doubts over organizational performance.

Members can work altruistically, and many will, but to rely on this assumes much about how they are appointed and held accountable. In Wales, Leighton Andrews, the education minister, has called university governance the "last resting place of the crachach" – a Welsh word for a powerful, un-elected upper-class elite.

UK universities have become increasingly corporatized. Senior staff see themselves as corporate executives. Administrators have become managers, and greater in number and salary. In the absence of an effective governing owner, a managerial capitalist elite has assumed control.

These weaknesses have prompted various "fixes." One is repeated government efforts to tweak universities' behaviour via funding and performance audit. Another is state encouragement of private sector competition in the hope of strengthening markets. Such interventions have proved largely ineffective, and sometimes outright damaging.



An alternative way ahead may lie in reasserting the role of universities as community social assets – vital components of the knowledge commons and carriers of open processes of knowledge creation. Universities could become "trust universities," modelled on the John Lewis Partnership.

John Lewis' shares are settled in a non-revocable trust. The beneficiaries of the trust are the employees ("partners"). The trust deed sets out the ultimate purpose of the organization: "the happiness of all its members, through their worthwhile and satisfying employment in a successful business." Via a substantial and formalized system of representative democracy, the employees are directly responsible for the success of the firm. The organization is kept flat and equitable via a restraint on pay differentials, preventing expropriation of business wealth by managers.

Trust universities could follow suit. Universities would be placed in non-revocable trusts: as institutions of the knowledge commons, ownership should be irrelevant, but purpose all-important. The raison d'être of trust universities would be to support the teaching, learning and research work of their staff and students, all of whom would be "partners."

Democratic structures enshrined in the trust deed would ensure that partners were responsible for, and empowered to effect, the efficient operation of their workplace towards socially, economically and culturally beneficial outcomes. Like John Lewis, their failure to do so could lead to organizational demise.

Constrained pay differentials would ensure that no managerial super-elite emerged. Limitations on the resource to be devoted to indirect costs such as

management overheads would be stipulated. Universities could be encouraged to convert to this trust structure by steadily increasing funding differentials between the old and new organizational forms.

The effectiveness of universities in meeting society's needs could be assessed and rewarded via mechanisms akin to corporate social reporting to local, regional and national stakeholders. State funding would be contingent on institutions being able to satisfactorily demonstrate their contribution, but the government would have to resist micro-management. Government would have to trust the trusts.

We have a government self-avowedly committed to the Big Society and to less government intervention, and one that is in love with the John Lewis Partnership. Here is its opportunity. ■

Rebecca Boden is professor of critical management, University of Wales Institute, Cardiff. Penny Ciancanelli is a retired senior lecturer in business at Strathclyde University. Susan Wright is professor of educational anthropologist, Danish School of Education, Aarhus University.

This article first appeared in the 13 January 2011 edition of Times Higher Education ([www.timeshighereducation.co.uk](http://www.timeshighereducation.co.uk)). Reprinted with permission.

The views expressed are those of the authors and not necessarily CAUT.

#### COMMENTARY

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to postsecondary education. Articles should not deal with personal grievance cases nor with purely local issues. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime (duhame@caut.ca).

## PRESIDENT'S COLUMN

# Orientation, Gender Identity Deserve Protection



By PENNI STEWART

A PRIVATE member's bill currently going through the Canadian parliament is poised to make a landmark statement on equality. First introduced in May 2010 by New Democratic MP Bill Siksay, Bill C-389 extends federal human rights protection against discrimination to members of the transgender and transsexual community and amends the Criminal Code to recognize offenses as hate crimes when motivated by a victim's gender identity or gender expression. Debate and third reading of the bill is expected in February or March but if a spring election is called, it will likely die on the order paper.

This bill is overdue in recognizing discrimination and violence faced by trans people whose gender identity challenges dominant society to see beyond a narrowly defined two-sex/two-gender world. Surveys of transsexual and transgender individuals in Canada and the United States have consistently found significant numbers of respondents reporting harassment,

intimidation and assault as well as discrimination in housing and employment.

A recent survey of Canadian high school students by Egale Canada found 75 per cent of lesbian, gay and bisexual students and 87 per cent of transgender students feel unsafe in at least one place at school. Nine out of 10 transgender students reported being verbally harassed and almost two in five had also been physically harassed.

In many of these incidents within schools, students reported staff did not intervene. Not surprisingly, the effects of harassment are very harmful. Students report skipping school, fear, depression, isolation and alienation. Homophobic bullying has been blamed for a number of student suicides in recent months in Canada and the U.S.

The Campus Pride 2010 National College Climate Survey echoes the findings of the Egale survey, describing U.S. post-secondary environments as frequently unsupportive of – if not outright hostile to – lesbian, gay, bisexual, transgender and questioning students, academic staff and other employees. This is especially true for transgender individuals and those with intersecting marginalized identities. Recently, St.

Thomas University in Fredericton drew protests following revelations that a transgender student was assaulted when trying to access a women's washroom.

Our unions and associations should publicly support Bill C-389. The federal-based legislation is important not only because it expands legal redress to discrimination and protection for rights, but also because it shines a light on issues that have rarely been the subject of public debate and discussion. Bill C-389 sends a message that harassment and discrimination based on gender identity and expression are important social issues we need to confront.

But legislation alone is not sufficient redress to hostility, misinformation, transphobia and homophobia. Whether or not Bill C-389 is passed, academic staff must address discrimination and injustice to LGBTQ students, staff or members of our unions. Academic staff associations have a moral and legal obligation to foster and protect the rights of all members.

Our collective agreements are the front line for defense and we should begin there. Some university and college-level collective agreements already include language

addressing sexual identity and same sex partnerships. That language should be reviewed and, where necessary, extended to include gender identity and expression. Adding gender identity and gender expression to non-discrimination clauses would be a first step. Some progressive agreements with a gender identity dimension, such as that of Queen's University Faculty Association, define "equity seeking groups" as the four designated groups – women, visible minorities, aboriginal people and persons with disabilities – plus persons of non-heterosexual orientation or gender identity.

Benefits are also an issue. Academic staff undergoing transition may need assistance with access to medical procedures and time off for treatment. Some unions have negotiated transsexual transition leave and trans funds or extended benefits coverage.

Using inclusive language also makes room for the diversity of individuals. Documents and official forms should allow for more than the usual male/female designations and administrative procedures that officially recognize changes in gender identity must be accessible. Part of defending our members rights

lies in ensuring that our employer lives up to the obligation to provide a harassment free workplace. Incidents of discrimination and bias must be promptly and properly addressed. In part this is an issue of education. At some institutions, including mine, positive space training has made the environment more welcoming for all.

Beyond our collective agreements, we need to promote awareness about climates and the experience of LGBTQ academic staff and students. I recently attended a workshop sponsored jointly by York University Faculty Association's queer caucus and community projects committee to promote awareness on the educational system as a site of struggle for LGBTQ people. Secondary and post-secondary students and educators from the Toronto area described institutional barriers to access and participation and the ways in which curriculum and policy could address non-discrimination measures.

Having the faculty association leadership at this workshop made an important statement about our union's commitment to promoting the rights of members and the pursuit of inclusion. ■

## LE MOT DE LA PRÉSIDENTE

# Personne ne doit vivre dans la peur d'être victimisé

Par PENNI STEWART

Un projet de loi d'initiative parlementaire est sur le point de devenir une mesure législative historique en matière d'équité au Canada. Déposé en mai 2010 par le député néo-démocrate Bill Siksay, le projet de loi C-389 propose que les membres de la communauté transgenre et transsexuelle soient désormais reconnus comme éventuelles victimes de discrimination méritant d'être protégées au titre de la *Loi canadienne sur les droits de la personne* et que soit modifié le Code criminel pour que toute infraction motivée par l'identité ou l'expression sexuelles de la victime soit désignée crime haineux. Un débat et la troisième lecture du projet de loi sont attendus en février ou en mars, mais si des élections sont déclenchées au printemps, il mourra probablement au feuilleton.

Ce projet de loi n'a que trop tardé. Il est grand temps que soient reconnues la discrimination et la violence auxquelles sont confrontées les personnes transgenres, dont l'identité sexuelle oblige une société dominante à voir au-delà d'une vision étroite, définie par un monde

où seulement deux sexes et deux genres existent. Des enquêtes menées auprès de personnes transsexuelles et de transgenres au Canada et aux États-Unis révèlent qu'un grand nombre de répondants ont été victimes de harcèlement, d'intimidation et d'agression et ont souffert de discrimination dans la recherche d'un logement et d'un emploi.

Une étude effectuée récemment auprès d'élèves canadiens du secondaire par Egale Canada montre que 75 % des élèves lesbiennes, homosexuels ou bisexuels ne se sentent pas en sécurité à au moins un endroit dans leur école et qu'il en est de même pour 87 % des élèves transgenres. Neuf élèves transgenres sur dix ont signalé avoir été harcelés, et ce, physiquement dans le cas de presque deux élèves sur cinq.

D'après ce qu'ont affirmé les élèves, dans bon nombre des incidents survenus à l'école, le personnel n'est pas intervenu. Chose peu étonnante, les effets du harcèlement sont réellement dommageables. Les victimes déclarent ne pas assister à leurs cours, avoir peur et souffrir de dépression, d'isolement et d'aliénation. Un certain nombre de sui-

cides d'élèves répertoriés récemment au Canada et aux États-Unis seraient attribuables à l'intimidation homophobe.

L'enquête *Campus Pride 2010 National College Climate Survey* reprend les conclusions de l'étude menée par Egale Canada en exposant comment les milieux postsecondaires aux États-Unis offrent souvent très peu de soutien ou sont carrément hostiles à l'égard des lesbiennes, des gais, des bisexuels, des transgenres et des personnes qui se questionnent au sein de la population étudiante et des membres du personnel académique et de soutien. Cela est particulièrement vrai pour les personnes transgenres et celles dont l'identité est entrecroisée et marginalisée. Récemment, l'Université St. Thomas, à Fredericton, a suscité des protestations lorsqu'il a été révélé qu'un étudiant transgenre avait été agressé au moment d'entrer dans les toilettes des femmes.

Nos syndicats et associations devraient appuyer publiquement le projet de loi C-389. Cette mesure législative fédérale est importante non seulement parce qu'elle élargit les recours légaux en cas de discrimination et assure la protection des droits, mais aussi parce qu'elle met en lumière des enjeux ayant récemment fait l'objet d'un débat public. Le projet de loi C-389 fait comprendre que le harcèlement et la discrimination fondés sur l'identité et l'expression sexuelles sont des réalités sociales importantes auxquelles nous devons nous attaquer.

Les lois, cependant, ne peuvent pas à elles seules enrayer l'hostilité, la désinformation, la transphobie et l'homophobie. Que le projet de loi C-389 soit adopté ou non, le personnel académique doit intervenir pour faire cesser la discrimination et l'injustice à l'égard des membres de la communauté LGBTQIA, que ce soit des étudiantes et étudiants ou des membres du personnel et de nos syndicats. Les associations de personnel académique ont l'obligation morale et légale de promouvoir et de protéger les droits de tous leurs membres.

Nos conventions collectives constituent notre principal bouchier. Certaines conventions collectives aux paliers universitaire et collégial comportent déjà un libellé qui traite de l'identité sexuelle et des partenaires de même sexe. Ce dernier devrait

être examiné et, le cas échéant, modifié pour inclure l'identité et l'expression sexuelles. L'ajout de ces dernières à des dispositions de non-discrimination constituerait une première étape. Dans certaines conventions progressistes qui intègrent la dimension d'identité sexuelle, telles que celle de l'association du personnel académique de l'Université Queen's, les « groupes qui revendiquent l'équité » englobent non seulement les quatre groupes désignés (soit les femmes, les minorités visibles, les Autochtones et les personnes ayant un handicap), mais aussi les personnes d'orientation non hétérosexuelle ou transgenres.

Les avantages sociaux sont aussi une source de préoccupation. Les membres du personnel académique qui entament les procédures de changement de sexe peuvent avoir besoin d'aide en ce qui concerne l'accès aux actes médicaux et l'octroi d'un congé pour le temps du traitement. Quelques syndicats ont négocié un congé pour la transition transsexuelle ainsi que des fonds spéciaux ou des avantages sociaux complémentaires.

Voir PERSONNE à la page A6

A CAUT SERIES TITLE

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The book concludes with a discussion about why preserving academic integrity — despite the clamorous voices of the forces threatening it — is so vital to public interest.

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## NEWS ACTUALITÉS

# University of Toronto Campus Groups Start Alternative Governance Structure

General assembly created out of lack of confidence in current governance of the university.

**M**ORE than 200 academic staff, students, alumni and friends of the University of Toronto community held a first "general assembly" last month to mark the beginning of a campaign to establish an alternative governance structure at the university.

"The campus constituents involved have many divergent experiences, but one concern we all share is that the administration isn't listening to us," said Scott Prudham, an associate professor of geography and vice-president of the University of Toronto Faculty Association, one of the groups that organized the meeting of the new body.

"We are seeing autocratic tendencies from our administration across several fronts that I would describe as nothing short of dangerous — dangerous to students, dangerous to staff and dangerous to our faculty and librarians," Prudham added. "These developments compromise the core values of the institution."

Prudham lists as constituent concerns actions by the university administration in recent academic planning initiatives such as a sweeping proposal introduced last year to disestablish the world-renowned Centre for Comparative Literature and create a new School of Languages and Literature that would house six previously autonomous units.

The restructuring plan drew harsh criticism and prompted fierce opposition within the university community and from scholars around the world. The faculty association filed a grievance saying the changes "would have a negative impact on faculty and librarian appointments." The plans were eventually dropped. But UTFA isn't reassured — its grievance remains unresolved.



A simmering atmosphere of distrust was brought to boiling point in 2008 when U of T president David Taylor's planning document called "Towards 2030" was adopted by the governing council, despite being earlier defeated in a non-binding referendum vote. And later that year, the university administration imposed library user fees, provoking enormous anger among students, parents, and faculty across the country.

In 2009, the Faculty of Arts and Science moved to a program fee tuition model for new students, eliminating the per-course fees. The change sparked opposition protests from student groups and their allies who viewed the flat fee model as a money grab that diminished accessibility.

Last June, university administrators closed most of the campus during the G20 Summit in Toronto, without consulting faculty, staff and students who would be affected by the closure. The unilateral

decision was widely criticized by students' unions and other campus and labour groups.

The unfolding moves have raised the hackles of many in the campus community who say the governing bodies are running the university like their personal fief — the issue that set the stage for the general assembly and drew a packed house Jan. 19. Much of the crowd at the "take back our campus" event shared accounts of their attempts to raise concerns with the U of T administration, only to be met with closed doors.

Vivien Endicott-Douglas, a part-time undergraduate student and a member of the event organizing committee, said for the administration to ignore or fail to account for any group on campus is to act against the best interests of the university.

"We have huge classes, huge fee hikes, closed-door meetings, and in the day-to-day running of this place, we feel totally shut out and

treated like numbers. The University of Toronto thinks we can't make decisions for ourselves. Tonight we proved we can," she told the gathering.

Midway through the event participants broke into different issue-based working groups to share ideas and provide action plans on topics from academic planning and university student life to anti-corporation, among others.

CUPE 3902 chief steward Morgan Vanek says she's optimistic about the experiment in self-government that brought together a variety of perspectives on learning and working conditions. "Cafeteria workers, faculty, students and librarians sitting shoulder to shoulder and actually having serious conversations about how this university should be run — this is what collegial governance at our university should look like."

She said she's expecting assembly members to convene again before April. ■

## Canada Ranks Dead Last in Transparency

**N**EW evidence shows the Harper Conservatives have become increasingly restrictive in allowing release of government-controlled information under access to information legislation — leading to Canada ranking as the least open government in a comparison of parliamentary democracies.

Researchers Robert Hazell and Ben Worthy of University College London reviewed freedom of information laws in New Zealand, Australia, Ireland, the United Kingdom and Canada. "Canada comes last," say the report authors whose findings were recently published in the journal Government Information Quarterly.

Canada's Access to Information Act is purportedly designed to make documents readily available to citizens but some requests under FOI are facing excessive censorship and long delays, according to the office of the federal information commissioner. Government statistics released late last year show that full disclosure rates have dropped significantly over the past decade. In 1999-2000 almost half of completed requests resulted in full disclosure of information, compared with less than 16 per cent in 2009-2010. The commissioner's April 2010 report, entitled *Out of Time*, graded the performance of 13 out of 24 federal institutions as "below average or worse" against a number of measures, including how quickly they responded to requests and how often they completed requests late.

"There are far too many exemptions and loopholes under the current access regime, and these have only increased further since the Conservatives have come to power," said Ken Rubin, an access to information expert and public interest researcher who has championed improvements to Canada's FOI system. "But even without considering the issue of political interference, there are hundreds of ways government departments and agencies can withhold information that should be publicly available."

Rubin says he's not surprised the international comparison placed Canada last. "The operation and enforcement of Canada's Access to Information Act are an embarrassment, but then I would argue that the legislation was never really meant to promote openness of government," he said.

"What is needed is a second-generation law that would eliminate the many exemptions, mandate the disclosure of records automatically in areas such as health and safety, and the environment, and improve the process substantively with the imposition of fines for delays and obstructions."

The problem exists not only at the federal level. Service Alberta's annual reports, for example, show that only 27 per cent of those who filed an information request in 2009 received all or some information from the Alberta government compared to 60 per cent in 1995, the first year the province's freedom of information law came into effect. ■

## Questions over Concordia President's Exit

**C**ONCORDIA University president Judith Woodsworth resigned from her post in December, only halfway through her term, becoming the school's seventh high-level administrator to resign in the past few years.

The board of governors cited "personal reasons" as the motivation for Woodsworth's resignation, but many observers suspect the board had a hand in her sudden exit.

Concordia professor Lucie Lequin, president of the faculty association, has been widely quoted in the news media as criticizing the move and calling the board's behaviour "arrogant."

In the ensuing brouhaha, board chair Peter Kruyt declined to answer questions about Woodsworth's departure, although he did disclose in an email message to the university community that Woodsworth wasn't fired for "financial misappropriation."



Interim president Frederick Lowy

Kruyt's comments refer to a spending scandal that plagued Woodsworth over the previous year, after she revealed to Quebec's Labour Review Board that her husband had travelled with her on official business at university expense.

The faculty association has asked for external auditors to review the severance packages and "other salary elements" paid to senior administrators in recent dismissals or resignations, which total several million dollars. Woodsworth has received a severance package worth more than \$700,000 from Concordia, and former president Claude Lajeunesse, who abruptly resigned in 2007, received more than \$1 million.

Along with the external audit, the faculty association also voted in a special meeting Jan. 17 on a series of motions calling for the chair and the vice-chairs of the board to step down and asking the senate to form a special committee to review the university's governance structures.

Concordia's senate has since voted unanimously to form the governance committee and echoed the faculty association's call for Kruyt to resign, while more than 20 faculty and departmental councils

have passed votes of no confidence in the board.

Woodsworth's resignation — whether by choice or by board fiat — "is not an isolated event," wrote Lequin in a public letter to her colleagues. "It is part of a pattern of the last few years and it is part of governance."

According to Lequin, instability within the senior administration is an academic matter, "which ought to be of grave concern to each individual faculty member and librarian" and "should be raised and debated in every academic forum."

Later last month, the board appointed Frederick Lowy as interim president. Lowy, 77, was president and vice-chancellor of Concordia from 1995 to 2005.

Kruyt has refused to stand down. ■

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Version française à la page A6.

## NEWS ACTUALITÉS

## Controversy Mars USask Law Dean Hire

THE choice of a new law dean by top administrators at the University of Saskatchewan has come as a surprise to members of a search committee whose recommendations were ignored in the hiring process.

Instead, the board of governors voted unanimously to hire University of Alberta law professor Sanjeev Anand, a candidate pitched in a private meeting by U of S president Peter MacKinnon. Anand was not interviewed by the search committee, and did not return *Bulletin* calls seeking comment on the unconventional way in which he was chosen.

Although the university is not bound by the committee's hiring recommendations, ignoring its choice violates long-standing convention, and has reportedly dismayed many committee members who put in dozens of volunteer hours researching and interviewing candidates. Those members cannot publicly discuss their recommendations because of privacy concerns.

"I don't know of this ever happening before at the university," said U of S faculty association vice-chair Jim Cheesman, who is part of a joint university council/board committee currently refining search and review procedures for senior administrators.

Those refinements are still under consideration by council, and were not used in Anand's selection. Cheesman anticipates the new guidelines will ultimately be adopted by the board of governors for application in future hiring situations.



University of Saskatchewan college of law building

He characterizes the existing process as murky and says the joint committee's recommendations will clarify employment criteria, define the makeup of selection committees, and attempt to promote transparency and accountability without compromising applicants' rights to privacy.

Hiring recommendations made by search committees are non-binding as mandated by The University of Saskatchewan Act, and will stay that way, Cheesman adds.

However, Cheesman believes that where administrators "can't live" with a committee's choice, the search should be declared "failed," and feedback passed along to the committee before another search begins.

"If you continue to ignore the recommendations of search committees, you'll create a chilly environment. People will get very cynical about the process," he warned.

U of S vice-president and provost Brett Fairbairn declined to speak about the details of the search for

the new dean of law, but acknowledged that the current review of the hiring process amounts to a "codification of overarching principals," and as part of a regular updating will provide a "better articulation of appropriate considerations."

"We involve a lot of people in search processes. It's unique and reflects the academic culture. This results in diverse opinions," Fairbairn said of the incident. ■

Version française à la page A7.

## Personne ne doit vivre dans la peur d'être victimisé

► Suite de la PAGE A3

L'utilisation d'un langage plus inclusif est un autre moyen de faire place à la diversité. L'ajout de désignations autres que le choix habituel entre homme ou femme devrait être permis dans les documents et les formulaires officiels; de même, des procédures administratives qui reconnaissent officiellement les changements d'identité sexuelle doivent être accessibles. Défendre les droits de nos membres consiste notamment à nous assurer que notre employeur respecte son obligation d'offrir un lieu de travail sans harcèlement. Les incidents discriminatoires et les préjugés doivent être traités rapidement et adéquatement. Il s'agit, entre autres, d'une question de sensibilisation. Dans certains établissements, y compris le mien, une formation sur les « milieux positifs » a rendu les lieux plus accueillants pour tout le monde.

Au-delà de nos conventions collectives, nous avons besoin de sensibiliser les gens au contexte d'apprentissage et à l'expérience du personnel académique et des étudiants LGBTFA. J'ai récemment participé à un atelier parrainé conjointement par le conseil des personnes allosexuelles et le comité des projets communautaires de l'association du personnel académique de l'Université York. L'atelier avait pour but de faire mieux connaître le système d'éducation comme milieu très difficile pour les personnes autres qu'hétérosexuelles. Étudiants, élèves et personnel enseignant des niveaux secondaire et postsecondaire de la région de Toronto y ont décrété les obstacles institutionnels à l'accès et à la participation et ont montré de quelles manières les programmes d'études et les politiques pourraient prévoir des mesures non discriminatoires.

La présence de dirigeants d'association de personnel académique à cet atelier a montré que notre syndicat est déterminé à promouvoir les droits de ses membres et à poursuivre la quête d'inclusion. ■

## Enquête sur des allégations contre l'U. de l'Alberta

L'ACPPU a confié à un comité de trois membres le mandat d'enquêter sur un certain nombre d'allégations sérieuses mettant en cause l'Université de l'Alberta.

Au cours des derniers mois, le personnel enseignant clinicien de la faculté de médecine et de dentisterie de cet établissement s'est montré très préoccupé par l'utilisation de pratiques de nomination discutables à des postes administratifs, par la mise en place d'un nouveau processus d'évaluation et par l'instauration d'un climat général d'incertitude, de méfiance et de peur.

Le comité d'enquête examinera ces affirmations de même que les allégations selon lesquelles la direction de l'établissement chercherait à modifier les contrats conclus avec les membres du personnel enseignant clinicien qui ont été embauchés dans des postes permanents ou menant à la permanence.

Le directeur général de l'ACPPU,

James Turk, considère ces allégations comme très sérieuses et peu communes, ajoutant qu'elles soulèvent une multitude de questions.

« Le comité procédera à un examen exhaustif et impartial de la situation et, si les préoccupations exprimées se révèlent fondées, recommandera des solutions correctrices », indique M. Turk.

Le comité d'enquête est composé du Dr Keith Brownell, professeur de neuroscience clinique à l'Université

de Calgary, de Myron Frankman, professeur retraité d'économie à l'Université McGill, et du Dr Robin Whyte, professeur de pédiatrie à l'Université Dalhousie.

Le comité se déplacera à l'Université de l'Alberta les 14 et 15 février et les 14 et 15 mars pour rencontrer des membres du corps professoral, du personnel et de la direction. ■

English on page A7.

## Le Canada est classé bon dernier en matière de transparence

UNE nouvelle étude révèle que les conservateurs de Stephen Harper exercent des restrictions de plus en plus rigoureuses sur la divulgation des renseignements contrôlés par l'État en vertu de la *Loi sur l'accès à l'information*, classant ainsi le Canada comme le pays faisant preuve de la moins grande ouverture parmi les démocraties parlementaires.

Les deux chercheurs britanniques de l'University College London, Robert Hazell et Ben Worthy, se sont penchés sur les lois régissant l'accès à l'information en Nouvelle-Zélande, en Australie, en Irlande, au Royaume-Uni et au Canada. « Le Canada arrive bon dernier », concluent les auteurs de l'étude dont les résultats ont été récemment publiés dans la revue *Government Information Quarterly*.

Le régime actuel comporte beaucoup trop d'exemptions et d'échappatoires.

— Ken Rubin  
Spécialiste de l'accès à l'information

Si au Canada la *Loi sur l'accès à l'information* est censée à la base rendre les documents facilement accessibles par le public, certaines demandes d'accès à l'information sont soumises à une censure excessive et traitées dans des délais extrêmement longs, reconnaît le Commissariat à l'information du Canada. D'après les statistiques gouver-

nementales diffusées à la fin de l'année dernière, le pourcentage des cas où il y a eu une divulgation des renseignements demandés a chuté considérablement ces dix dernières années. En 1999-2000, près de la moitié des demandes traitées ont donné lieu à la communication de toute l'information demandée, comparativement à moins de 16 % en 2009-2010. Dans le rapport intitulé *Hors délais* publié par le commissariat en avril 2010, 13 des 24 institutions fédérales évaluées ont affiché un rendement « inférieur à la moyenne ou pire » par rapport à un certain nombre de mesures, notamment la rapidité avec laquelle elles ont répondu aux demandes d'accès à l'information et la fréquence des retards dans leur traitement.

« Le régime actuel comporte beaucoup trop d'exemptions et d'échappatoires dont le nombre n'a cessé

d'augmenter depuis l'arrivée au pouvoir des conservateurs », observe Ken Rubin, spécialiste de l'accès à l'information et chercheur en matière d'intérêt public qui s'est fait le champion de la réforme du système canadien d'accès à l'information. « Mais même si l'on fait abstraction de la question d'interférence politique, les ministères et organismes gouvernementaux disposent de centaines de moyens pour ne pas divulguer des renseignements qui devraient être accessibles par le public. »

M. Rubin ne se dit pas étonné que le Canada occupe la dernière position dans ce classement international. « Bien que les dispositions et l'application de la *Loi sur l'accès à l'information* de notre pays soient sans conteste sources d'embarras, à mon sens, celle-ci n'a aucunement été conçue dans l'intention de promouvoir l'ouverture du gouvernement. »

« Ce qu'il nous faut, c'est une loi de deuxième génération qui supprimerait les nombreuses exceptions, rendrait obligatoire la divulgation systématique des renseignements dans des domaines tels que la santé et la sécurité ainsi que l'environnement, et améliorerait le processus en profondeur par l'imposition d'amendes en cas de retards ou d'entraves à l'accès. »

Le problème ne se limite pas au seul niveau fédéral. Les rapports annuels de Service Alberta, par exemple, montrent que 27 % seulement des requêtes présentées au gouvernement albertain en 2009 ont été suivies d'une communication complète ou partielle des renseignements demandés, contre 60 % en 1995, l'année où la loi provinciale sur l'accès à l'information est entrée en vigueur. ■

English on page A5.

## NEWS ACTUALITÉS

## Committee of Inquiry to Investigate Allegations at Alberta Med School

CAUT has named a three-member committee to look into a number of serious allegations made by clinical faculty at the University of Alberta.

Academic staff in the university's Faculty of Medicine and Dentistry have raised concerns in the past months over questionable practices relating to administrative appointments, the introduction of a new evaluation process, and a general climate of uncertainty, mistrust and fear.

The investigation committee will review these claims as well as allegations the administration is trying to change agreements made with clinical faculty when they were hired into tenure-track positions.

CAUT executive director James Turk called the allegations "very serious and unusual," adding that the concerns open up a number of issues.



Keith Brownwell, Myron Frankman & Robin Whyte

"The committee will undertake a full and impartial examination of the situation and, if it confirms problems, will make recommendations for resolving them," he said.

The members of the ad hoc investigatory committee are Dr. Keith Brownell, professor of clinical neuroscience at the University of Calgary, Dr. Myron Frankman, a retired

McGill University economics professor, and Dr. Robin Whyte, professor of pediatrics at Dalhousie University.

The committee will visit the University of Alberta campus on Feb. 14-15 and March 14-15 to meet with faculty, staff and administrators. ■

Version française à la page A6.

## U. de la S. : le doyen de la faculté de droit nommé dans la controverse

C'EST avec étonnement que les membres du comité de recrutement chargé de pourvoir le poste de doyen de la faculté de droit à l'Université de la Saskatchewan ont appris que les hauts dirigeants de l'établissement avaient passé outre à leurs recommandations et sélectionné plutôt un candidat qui n'avait pas été interviewé.

Le conseil d'administration a en effet décidé par un vote unanime d'embaucher le professeur de droit Sanjeev Anand de l'Université de l'Alberta, un candidat choisi lors d'une rencontre privée avec le recteur de l'Université de la Saskatchewan, Peter MacKinnon. Le *Bulletin de l'ACPPU* a tenté sans succès d'entrer en contact avec M. Anand pour recueillir ses commentaires sur la façon peu conventionnelle dont il a été choisi.

S'il est vrai que l'université n'est pas tenue de suivre les recommandations du comité de recrutement, il n'en demeure pas moins qu'en faisant fi du choix proposé, elle a dérogé à une convention établie de longue date et a, semble-t-il, consterné bon nombre des membres du comité qui avaient investi de longues heures de travail bénévole à chercher et à interviewer des candidats. Pour des raisons de confidentialité, ces membres ne peuvent discuter publiquement de la teneur de leurs recommandations.

« Il n'existe, à ma connaissance, aucun précédent d'une telle pratique à l'Université de la Saskatchewan », a déclaré le vice-président de l'association du personnel académique, Jim Cheesman, qui siège à un comité mixte (conseil de l'université et conseil d'administration) chargé d'améliorer les procédures de recrutement et d'évaluation pour les gestionnaires supérieurs.

Les améliorations recommandées, encore à l'étude par le conseil, n'ont pas servi à la sélection du professeur Anand. M. Cheesman croit que les nouvelles lignes directrices devraient être finalement adoptées par le conseil d'administration et appliquées dans les situations de recrutement futures.

Selon lui, les recommandations du comité mixte contribueront à redresser l'obscur processus actuel en clarifiant les critères d'embauche, en définissant la composition des comités de recrutement et en favorisant, dans la plus large mesure possible, la transparence et la responsabilisation sans porter atteinte au droit des candidats à la vie privée.

Comme le prévoit la loi constitutive de l'Université de la Saskatchewan, les recommandations d'embauche faites par les comités de recrutement ne sont pas exécutrices et demeureront ainsi, a ajouté M. Cheesman.

Ce dernier estime cependant que chaque fois où les gestionnaires « ne peuvent s'accommoder » du choix arrêté par un comité, le processus devrait être déclaré comme étant « infructueux » et le comité devrait être pleinement informé de la situation avant qu'un autre processus de recrutement ne soit mis en oeuvre.

Aussi méticulé en garde : « Continuer à faire la sourde oreille aux recommandations des comités de recrutement ne servira qu'à instaurer un climat délétère et à attiser le cynisme des gens face au processus. »

Le vice-recteur aux études Brett Fairbairn a refusé de donner des précisions sur le recrutement du nouveau doyen de la faculté de droit, mais il a reconnu que la révision en cours du processus d'embauche mènera à une « codification des principes généraux » et, par la voie de mises à jour régulières, permettra d'« énoncer plus clairement les facteurs à prendre en considération ».

« Le recrutement en soi mobilise beaucoup de gens. C'est une démarche unique qui reflète la culture de l'établissement, mais qui génère dans le même temps une diversité d'opinions », a fait valoir M. Fairbairn au sujet de l'incident. ■

English on page A6.

## Un soutien multipartite autour d'un groupe de surveillance des médicaments à l'UBC

→ Suite de la PAGE A1

ceutiques en minant la capacité à survivre de ce groupe vital de recherche et de défense de l'intérêt public à l'UBC. »

Pour M. Dosanjh, député de Vancouver-Sud et porte-parole de l'Opposition officielle en matière de santé, la TI est un modèle d'évaluation indépendante des médicaments, qui doit être non seulement préservé en Colombie-Britannique mais aussi adopté dans l'ensemble du Canada.

« C'est la pierre angulaire d'un programme universel public d'assurance-médicaments, qui s'appuie sur des recherches concluantes et non pas sur la publicité destinée à faire mousser les produits », soutient M. Dosanjh.

Quant à la députée de Nanaimo-Cowichan, Mme Crowder, elle a fait valoir que ce qui se passe aujourd'hui en Colombie-Britannique n'est qu'« un autre épisode dans la campagne globale que mène l'industrie pharmaceutique pour accélérer la

mise sur le marché de nouveaux médicaments dangereux. »

Selon elle, l'industrie commence d'abord par « amener Santé Canada à réduire les normes de sécurité régissant les homologations de médicaments, pour ensuite presser les provinces de rembourser de nouveaux médicaments dangereux et coûteux. [...] Il est temps de mettre fin à un tel abus et de privilégier, comme il se doit, la protection de la santé avant toutes considérations commerciales. » ■

## Le départ de la rectrice de Concordia demeure nébuleux

Le départ à mi-mandat de la rectrice de l'Université Concordia, Judith Woodsworth, deux ans seulement après son entrée en fonction, vient d'ajouter à ceux des six autres hauts dirigeants de l'établissement qui ont remis leur démission ces dernières années.

Le conseil d'administration a évoqué des « raisons personnelles » pour justifier la démission de Mme Woodsworth, mais pour beaucoup ce départ soudain semble avoir été dicté par le conseil.

La déclaration de la professeure Lucie Lequin, présidente de l'Association des professeurs de l'Université Concordia (APUC), dans laquelle elle s'est inscrite en faux contre la décision de l'université et l'attitude « arrogante » du conseil, a été largement citée dans les médias.

Dans la tourmente qui s'est ensuivie, le président du conseil Peter Kruyt a refusé de répondre aux questions concernant le départ de Mme Woodsworth, bien qu'il ait mentionné dans un courriel adressé à la communauté universitaire que la rectrice n'avait pas été congédiée pour « détournement de fonds. »

M. Kruyt faisait ainsi référence au scandale des dépenses qui avait éclaboussé Mme Woodsworth l'année précédente, après qu'elle eut révélé devant la Commission des relations du travail du Québec que son mari l'avait accompagnée en voyage officiel aux frais de l'université.

L'APUC a demandé que soit effectuée une vérification indépendante des indemnités de départ et « autres éléments » qui ont été versés ces dernières années à d'anciens membres de la haute direction congédiés ou ayant choisi de démissionner, et qui totalisent plusieurs millions de dollars. Mme Woodsworth a touché plus de 700 000 \$ après avoir quitté son poste à Concordia, tandis que l'ancien recteur Claude

Lajeunesse, qui a démissionné soudainement en 2007, a reçu plus de un million de dollars.

Outre la vérification externe réclamée, l'APUC a adopté, lors d'une réunion tenue le 17 janvier, une série de motions appelant le président et les vice-présidents du conseil à quitter leurs fonctions et demandant au sénat de former un comité spécial chargé de revoir la structure de gouvernance de l'université.

Le sénat de Concordia a depuis approuvé à l'unanimité la création d'un tel comité et a fait écho à la demande de l'APUC réclamant la démission de M. Kruyt, et une vingtaine de conseils de faculté et de départements ont adopté des motions de défiance à l'égard du conseil d'administration.

Le départ de Mme Woodsworth — peu importe qu'il relève d'un choix personnel ou qu'il ait été forcé par le conseil — « n'est pas un événement isolé », écrit Mme Lequin dans une lettre publique adressée à ses collègues. « Il s'inscrit dans une tendance qui a vu le jour ces dernières années et concerne la gouvernance. »

Selon Mme Lequin, l'instabilité au sein de la haute direction a des répercussions directes sur l'enseignement; c'est une question « qui devrait grandement préoccuper chacun des membres du professorat et des bibliothécaires » et dont il faudrait « débattre dans tous les forums liés à l'enseignement au sein de l'université ». ■

À la fin du mois dernier, le conseil d'administration a nommé Frederick Lowy recteur par intérim. Ce dernier, âgé de 77 ans, a été recteur et vice-chancelier de Concordia de 1995 à 2005.

Quant au président du conseil M. Kruyt, il a refusé de démissionner. ■

English on page A5.

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**COMMUNITY STUDIES — Cape Breton University**, Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's 10th largest island and home to rich natural resources. CBU's 1,200 students have a reputation for small class sizes, strong community involvement, and strong institutional support for faculty research. The Department of Community Studies (CST) invites applications for a tenure-track position in Community Studies at the rank of Assistant Professor to commence July 2011, subject to budget approval. The department has an interest in candidates whose research is suitable for the delivery of the core courses for the innovative Bachelor of Arts Community Studies degree. The pedagogy for course delivery can best be described with terms such as: experiential learning, service learning, group learning, and career preparation. The successful candidate will have a PhD. An established research program, and a demonstrated commitment to service. The ideal candidate will have a record demon-

strating university teaching experience using a process education model where the professor functions as a facilitator and co-learner. Salary is negotiable as a lecturer. Research should focus on issues related to community development, community-based research or other related topics. In addition, there must be a strong commitment to service as well as a record of community involvement within the university, the discipline and the broader community. The Department of Community Studies and the School of Library and Information Studies have recently developed an Academic Plan that identifies areas for future growth. That includes: Heritage Studies (especially Folklore and Ethnohistory), Social Justice (especially Indigenous Studies), Social Studies, and Visual Kinetics. Expertise in any of these areas is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number (COM1101), a complete dossier including curriculum vitae, copy

of academic transcripts, evidence of teaching effectiveness, a writing sample and three professional letters of reference (including one from CBU's Human Resources Department) to Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada B1P 6L2. Email: humanresources@cbu.ca. Applications can be found at [www.cbu.ca/cst/jobs.html](http://www.cbu.ca/cst/jobs.html). Applications must be received by 4:00 p.m., March 7, 2011. Email applicants will receive a return email confirming receipt. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. CBU is an equal opportunities employer.

**COMPUTER SCIENCE (ACADEMIC OFFICER OF THE CLUMEQ HIGH-PERFORMANCE COMPUTING CENTER)** — McGill University We are currently seeking applications for the academic Director of the CLUMEQ High Performance Computing Center. The Officer will be responsible for the management of strategic and operational aspects of the center, as well as an academic Dean. As such, we seek candidates with a proven record of excellence in research that utilizes high performance computing, and also the capacity for excellence in teaching. Candidates can be in any Department or any Fac-

ulty of McGill University. Candidates will be interviewed by their prospective Department/Faculty, as well as the search committee for the Academic Director. The CLUMEQ Computer Centre, Information regarding the academic and research focus and vision of Departments and Faculties of the University, and other relevant resources can be found at [www.clumeq.ca](http://www.clumeq.ca). The web sites, information specific to the academic Directorship of CLUMEQ is as follows. CLUMEQ is one of seven national Canadian High Performance Computing centers funded by the Canadian Foundation for Innovation. It is led by McGill University and includes Université Laval and the Université du Québec system. It was established in 2002 and currently operates at three sites. Material and personnel are located at each site. The largest site houses a 960 compute nodes Sun Constellation cluster with a total of 7680 cores, for a peak performance of 88 Tflops, and 500 TB of memory. The second site, at UQAM, features a 1200 node cluster currently being deployed. This system is rated at 130 Tflops (top 50 worldwide) and also features 2 PB of attached parallel storage. Both sites are connected via a dedicated 10 Gbps link, and

provide computational resources to academic researchers from institutional members of CLUMEQ from across Canada. An expansion to double the computing capacity of the Montréal site is slated for 2011. The Director is responsible for managing the operation of CLUMEQ, and setting the scientific and academic directions of the center. Part of this research mission is of McGill University and other CLUMEQ partners. This includes a general oversight role in the development and expansion of major systems, a leadership role in programmatic and performance computing efforts on campus, and liaison with the rest of Canadian HPC community through Compute Canada. Further, the Director will work with stakeholders both in Quebec and across the public and private sectors, a leader of a data center facility, and lead in the development of colocation policies that are suitable in both jurisdictions and consistent with the missions of the centers involved. The Director will have a long-term relationship with the University of California at San Diego who has undertaken the design of an ultra efficient data center for HPC applications to be based on McGill's MacDonald campus. The faculty will be provided with opportunities to work with Quebec and University of California system institutions. The design leverages the local climate in Quebec, and calls for a facility with no need for any mechanical cooling and no electrical cogenerators. In addition, the hydroelectric origin of electrical power in Quebec will lead to a substantial reduction in greenhouse gas emissions compared to a similar operation in California, and to other savings related to any travel or time that involves airline credits. As designed, this facility would set a record in terms of efficiency in the data center space. Applicants should submit a detailed curriculum vitae, a statement of teaching interests, as well as a research plan. Applicants should also submit a statement providing their vision of the future of advanced computing. They should arrange for three letters of reference to be sent directly to Professor Martin Grant, Dean, Faculty of Science, Dawson Hall, Room 210, McGill University, 853 Sherbrooke Street West, Montreal, H3A 2T6, Canada. Review of applications will begin no later than 28 February 2011. Successful applicants will be supported by a generous start-up package. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

## Advertising Closing Dates / Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed CAUT Bulletin are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the Bulletin.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE / NUMÉRO	CLOSING DATE / DATE DE TOMBÉE	POST DATE / DATE AFFICHÉE
January 2011 janvier	December 01 décembre 2010	December 22 décembre 2010
February 2011 février	January 05 janvier 2011	January 26 janvier 2011
March 2011 mars	February 02 février 2011	February 23 février 2011
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## Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit postsecondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual orientation, gender identity, political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reason for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom ([www.caute.ca/pages.asp?page=248&lang=fr](http://www.caute.ca/pages.asp?page=248&lang=fr)) contains fundamental principles of principle which reflect key priorities of the organization. The CAUT Bulletin thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities surveyed by AAUP twice a year. Further information about those surveys can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit [www.aau.org](http://www.aau.org).

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Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques. Le *Bulletin de l'ACPPU* a tendance à ce que tous les postes annoncés dans le *Bulletin* soient offerts à tous les hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées. Les annonces doivent conformes à la Loi sur les droits de la personne. Il incombe à l'éditeur de faire par une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique ([www.acppu.ca/pegs.asp?page=247&lang=fr](http://www.acppu.ca/pegs.asp?page=247&lang=fr)) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignant en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourront être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétextes violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de constat par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900, ou de visiter [www.aau.org](http://www.aau.org).



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# CAREERS CARRIÈRES



## McGill

### Assistant Professor Department of Chemical Engineering

The Department of Chemical Engineering at McGill University invites applications for a tenure-track appointment at the Assistant Professor level. The preference is for applicants with a background in Chemical Engineering and conducting research in the areas of Energy, Plasma Engineering, Advanced Materials or Catalysis; however exceptional candidates in other areas of research will also be considered.

McGill University is a research intensive university with a distinguished history in Engineering, Medicine and Science. In addition to developing a strong, independent research program, the candidate will be expected to participate in teaching Chemical Engineering courses at the undergraduate and graduate levels. Applicants must hold a doctoral degree and demonstrate evidence of outstanding potential for teaching and research. The successful candidate will join a high-profile, dynamic department of seventeen tenured and tenure-track professors.

The Department of Chemical Engineering has an undergraduate B.Eng. program with approximately 400 students and approximately 100 graduate students completing M.Eng. and Ph.D. degrees. The Department offers an excellent infrastructure for both teaching and research. More information about the Department and McGill University can be found at <http://www.mcgill.ca/chemeng>.

Applications will be reviewed as they are received. The Department intends to fill the position before July 31, 2011. Please send a résumé, the names and addresses of three references, and a brief research and teaching plan to:

**Professor Sylvain Coulombe**  
Chair, Faculty Search Committee, Department of Chemical Engineering  
M.H. Wong Building, 3610 University Street, Montréal, Québec H3A 2B2  
[sylvain.coulombe@mcgill.ca](mailto:sylvain.coulombe@mcgill.ca)

Please reference the source of the ad when applying for, or inquiring about this job announcement.

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Salary will be negotiated according to qualifications and experience. Membership, or willingness to become a member, in a Canadian professional engineering association is required.

[www.mcgill.ca](http://www.mcgill.ca)



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### Dean of Science

Saint Mary's University invites applications and nominations for the position of Dean of the Faculty of Science, effective July 1, 2011.

The Science Faculty at Saint Mary's University has some 75 full time faculty and 34 staff employees. It houses the Institute of Computational Astrophysics, the Maritimes Centre for Green Chemistry, the Regional Geochemistry Laboratory, the Centre for Environmental Analysis and Remediation, and contributes to the CN Centre for Occupational Health and Safety. Faculty members are very active in research which is supported by major sponsors including the Tri-Council Agencies of the Government of Canada and the Canada Foundation for Innovation. Over 60% of NSERC-eligible faculty members hold NSERC grants. Five Canada Research Chairs are held within the Faculty of Science. Over 900 undergraduate students pursue B.Sc. degrees in Astronomy, Biology, Chemistry, Computing Science, Environmental studies, Geography, Geology, Mathematics, Physics and Psychology as well as diplomas in Engineering and Forensic Science. Majors in Mathematics, Psychology, Geography and Environmental Studies are offered in partnership with the Faculty of Arts. Graduate programmes include Ph.D. and M.Sc. programmes in both Astronomy and Psychology and an interdisciplinary M.Sc. in Applied Science. The Science Building has recently undergone a \$26M renovation and is adjacent to the new Atrium Building. Additional information on the Faculty and on the University can be found at [www.smu.ca](http://www.smu.ca).

The Dean is expected to provide innovative leadership, to represent the interests of the Faculty both within the institution and the broader community, and to work in close collaboration with the Faculties of Arts, Commerce and Graduate Studies and Research. The successful candidate will have a vision to enhance the Faculty's reputation as a leader in teaching, research and service. Candidates should have a strong record of successful academic administrative experience, teaching excellence and scholarly publications.

Located in Halifax, Nova Scotia — the Atlantic provinces' largest city and the economic and cultural centre of the region — Saint Mary's has an enrolment of approximately 6,200 full-time and 1,100 part-time students and offers a strong undergraduate education in Arts, Sciences and Commerce as well as graduate programs in strategically selected areas of strength, with an annual operating budget of \$105 million. The University employs 947 full-time faculty and staff.

Decanal appointments are for six-year periods and are renewable.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Please respond in confidence to the address below:

**Chair, Search Committee for Dean of Science**  
c/o Office of Vice-President, Academic and Research  
932 Robie Street, Halifax, Nova Scotia, B3H 3C3  
Email: [vpacademic@smu.ca](mailto:vpacademic@smu.ca)

Consideration of applications will begin on **January 31** and will continue until the position is filled.

[www.smu.ca](http://www.smu.ca)

### Fiers de notre histoire Février est le Mois de l'histoire des Noirs

[www.clicgc.ca/moishistoriedesnoirs](http://www.clicgc.ca/moishistoriedesnoirs)



 **Concordia University  
Fine Arts**

### Concordia University's Faculty of Fine Arts

The Faculty of Fine Arts at Concordia University is seeking qualified applicants for limited-term appointments effective August 15, 2011 to May 31, 2012. Subject to budgetary approval, positions may be available in the following departments:

Art Education, Art History, Contemporary Dance, Creative Arts Therapies, Design and Computation Arts, Mel Hoppenheim School of Cinema, Music, Studio Arts and/or Theatre.

Appointments will be made at the rank of Lecturer or Assistant Professor, depending upon qualifications. Successful candidates will be expected to teach up to 6 courses during their initial 9.5-month appointment and up to 7 courses per annum if reappointed.

Individuals holding limited-term appointments may be reappointed, given continued funding and need, as well as satisfactory job performance. Together, initial appointments and subsequent reappointments may not exceed 36 months or a span of three consecutive years.

For detailed information on qualifications and application procedures in each department, please refer to our website: [finearts.concordia.ca/officeofthedean/jobpostings](http://finearts.concordia.ca/officeofthedean/jobpostings)

Positions are available until filled. Applications should be sent as soon as possible, but no later than February 28, 2011.

For more information on the Faculty, visit [finearts.concordia.ca](http://finearts.concordia.ca)

All qualified applicants are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



**BRANDON  
UNIVERSITY**

Founded 1899

### "Something Special"

### University Registrar

Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

Brandon University announces its search for the position of Registrar, subject to budget. Reporting to the Vice-President (Academic and Research) this is a key leadership position within the University. As a member of the President's Administrative Council and the Senate, the successful candidate will provide creative administrative leadership and support to all aspects of the registrarial function of the university. The Registrar is responsible for providing the highest possible level of service to prospective and current students, faculty and staff. The Registrar provides leadership in the areas of admissions, records, the Senate Office, scholarships, and the development of strategic enrolment management functions. The successful candidate will provide direct support for credential recognition, transfer credit, registrarial student information systems, web services, and communication. The successful candidate's effectiveness will be enhanced through previous experience with student record system design and implementation. The ability to work in the context of legacy systems is essential.

**Qualifications:** Masters degree plus a record of successful registrarial experience in a university context are required; along with demonstrated administrative leadership accompanied by a strong vision for renewal, and excellent interpersonal, organizational and conflict resolution skills.

**Application Deadline:** March 1, 2011 (or until the position is filled).

**Start Date:** July 1, 2011 or upon availability of successful candidate.

**Salary:** Commensurate with qualifications and experience.

**Term of Appointment:** Five years (renewable).

Confidential applications and nominations should be accompanied by detailed curriculum vitae and the names of at least three references.

We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

E-mail: [vp\\_ar@brandu.ca](mailto:vp_ar@brandu.ca)  
Phone: (204) 727-7455  
Fax: (204) 728-7340

For more information:  
[www.brandu.ca](http://www.brandu.ca)

# CAREERS CARRIÈRES



## Assistant Professor School of Architecture

We invite applications for a teaching position in architectural design. This is a full-time, tenure stream appointment as Assistant Professor. Candidates should demonstrate an ability to teach core undergraduate courses in a studio and lecture format, and to supervise graduate theses. She/he should propose a graduate studio and a graduate research seminar. For best considerations, applications should be received by **15 March 2011**, however applications will be considered until the position is filled.

Send general inquiries to the

**Faculty of Architecture and Planning, Dalhousie University**  
P.O. Box 1000, 5410 Spring Garden Road, Halifax, Nova Scotia, Canada B3J 2X4  
E-mail [martha.barnstead@dal.ca](mailto:martha.barnstead@dal.ca)  
Telephone (902) 494-3210

All are encouraged to apply. Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. We encourage applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

More information at [archplan.dal.ca/positions](http://archplan.dal.ca/positions)

[www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs)

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Since its founding in 1959, York has continued to grow, innovate and evolve. Now, Canada's third-largest university, York has a student population of 51,000 and an alumni community of more than 190,000. Committed to a superior student experience, the University has an international reputation for excellence in research, teaching and practice in innovative undergraduate, graduate and professional programs. York delivers programs through its faculties, including the Faculty of Health, and has 22 research centres and institutes.

## Faculty of Health SCHOOL OF NURSING

The School of Nursing is one of the four founding units of the Faculty of Health. The School has three undergraduate BScN programs and an online MScN. Planned graduate growth includes a doctoral program in Nursing. Our rapidly expanding, internationally recognized programs offer an innovative curriculum founded in nursing science. Further information about the Faculty and the School can be obtained at [www.health.yorku.ca](http://www.health.yorku.ca) and [www.yorku.ca/health/nurs/](http://www.yorku.ca/health/nurs/).

### ASSOCIATE DIRECTOR, UNDERGRADUATE EDUCATION

Tenure-Track Appointment  
(Professorial or Alternate Stream)

Applications are invited for a professorial or alternate-stream tenure-track position, at the Associate Professor or Full Professor academic rank, commencing July 1, 2011, subject to budgetary approval. The Associate Director, Undergraduate Education, in collaboration with the Director of the School of Nursing and the Associate Director of Research and Graduate Programs, provides academic leadership and strategic direction to the School, with a specific focus on undergraduate programs. The key responsibilities of the Associate Director, Undergraduate Education include providing strategic direction and oversight for undergraduate program planning and curriculum design, delivery, evaluation and renewal; developing and monitoring strategies to enhance students' experience and student-faculty relationships; and enhancing and supporting theoretical and clinical pedagogical best practices, faculty development, inter-professional education, experiential education and elearning (online and blended models). In addition to these responsibilities, the Associate Director is expected to teach and supervise students in undergraduate and graduate programs, conduct research (professorial stream), and provide academic service. The term of the Associate Director position is five years (renewable).

We are interested in an individual with the ability to develop new ways of educating nurses for

today and for the future – moving nursing in new directions at York University. This includes a broad, holistic understanding of nursing, from health care to health promotion. The successful individual requires an understanding of nursing administration as well as theoretical and applied aspects of nursing, an awareness of current research and thinking, and an ability to identify potential "breakthrough areas" in education, research and practice. We are seeking candidates with knowledge and research in one or more of the following areas: nursing administration; nursing education, including inter-professional models; innovation; global/local health promotion and determinants of health; experience with nursing theories and the human science paradigm; knowledge transfer at the point of care, particularly in the area of client-centred care; and knowledge mobilization for engaging our local and global communities. Candidates must have a baccalaureate in Nursing (BScN preferred) and a doctoral degree (PhD or equivalent), preferably in Nursing. Candidates registered with the College of Nurses of Ontario (CNO) must provide their registration number when applying. In exceptional circumstances, candidates who are not eligible for registration at the time of appointment may be considered (for example, in the case of a senior scholar with a strong record of teaching and research excellence with registration in another country). The successful candidate would normally be expected to become eligible for CNO registration within the first two years of appointment. Proof of academic credentials is required prior to appointment. Preference will be given to candidates who are experienced in academic leadership and governance, and have experience in mentoring more junior

colleagues, and teaching and supervising students. Other assets include experience in inter-professional education, experiential education, technology enhanced elearning and ehealth. Expertise in quantitative and/or qualitative research methods is desired. Evidence of involvement in a research and publication program is essential for a professorial stream appointment. The successful candidate should be eligible for appointment to the Faculty of Graduate Studies.

Applicants should submit a letter of application (indicating the desired position), an up-to-date curriculum vitae and separate statements of research and teaching experience and interests, and arrange for three signed letters of reference to be sent, by **March 15, 2011**, to: Dr. Claire Mallette, Director, School of Nursing, Faculty of Health, Room 313, HNES Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. Fax: 416.736.5714. Tel: 416.736.5271. E-mail: [nursjobs@yorku.ca](mailto:nursjobs@yorku.ca).

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs), or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**YORK**  
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languages and Letters, mary\_keating@cbu.ca. Qualified candidates should send a letter of application (indicating the desired position), an up-to-date curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a writing sample and three current letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: [humanresources@cbu.ca](mailto:humanresources@cbu.ca). Website: [www.cbu.ca](http://www.cbu.ca). Applications must be received by 4:00 p.m. March 21, 2011. Email applicants will receive a return email confirming receipt. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. CBU is an equal opportunities employer.

F

■ **FOLKLORE** — Cape Breton University, Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centerpiece and site of the Mi'kmaq and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong internal support for faculty research. CBU invites applications for a tenure-track position at the rank of Assistant Professor in the area of World/Indigenous Literatures in English to commence July 2011, subject to budget approval. Applicants must have a completed Ph.D. and a demonstrated commitment to teaching, research and service. The successful candidate will be expected to pursue a strong research program and teach introductory English courses as well as courses in the selected areas of world literatures and the literatures of indigenous peoples. Demonstrated interest in eco-critical or post-colonial approaches to literature will be considered an asset. The successful candidate must cross-appointed to CBU's new Indigenous Studies as a growth area. Applicants are expected to demonstrate potential and commitment with regard to teaching, research and service to the Mi'kmaq and Acadian communities. CBU invites applications for a tenure-track position in Folklore at the rank of Assistant Professor to commence September 1, 2011, subject to budget approval. The successful candidate may also have the

opportunity to teach spring/summer courses in 2012. The successful candidate should be a demonstrated commitment to teaching, research and upper year undergraduate courses. The successful candidate will teach 18 credits, including introductory courses in folklore and folklore research methods. Applications for tenure-track positions in the areas of Canadian studies, folkloristics, and urban legends, as well as specific topics courses with her/his research specialty. Applicants with a PhD in folklore (or a related field) are preferred but ABMs will be considered. Applicants are expected to demonstrate potential and commitment with regard to teaching, research, creative/scholarly activities and service to Cape Breton University, community and profession. The rank of Assistant Professor is available. The successful candidate should send a letter of application quoting the reference number (FOLK1101-CT), a complete dossier including curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a writing sample and three current letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: [humanresources@cbu.ca](mailto:humanresources@cbu.ca). Website: [www.cbu.ca](http://www.cbu.ca). Applications must be received by 4:00 p.m. March 14, 2011. Email applicants will receive a return email confirming receipt. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. CBU is an equal opportunities employer.

■ **FRENCH** — Cape Breton University, Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centerpiece and site of the Mi'kmaq and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong internal support for faculty research. CBU invites applications for a tenure-track position at the rank of Assistant Professor in the area of French Language and Literature to commence July 2011, subject to budget approval. Candidates must have a completed Ph.D. and a demonstrated commitment to teaching, research and service. The successful candidate will be expected to pursue a strong research program and teach introductory English courses, as well as upper year courses in the areas of Acadian Culture and Literature. A demonstrated interest in Francophone Cinema will be considered an asset. The successful candidate will be cross-appointed. The School of Arts and Social Sciences has recently developed an Academic Plan that identifies Heritage Studies and Social Justice as growth areas. Related expertise in either of these areas of research would be considered an asset. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to the Mi'kmaq and Acadian communities and profession. The rank of Assistant Professor is available. The successful candidate should send a letter of application quoting the reference number (FRE1101-CA/CT), a complete dossier including curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a writing sample and three current letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: [humanresources@ns.artsadmin.ca](mailto:humanresources@ns.artsadmin.ca). Website: [www.cbu.ca](http://www.cbu.ca). Applications must be received by 4:00 p.m. March 21, 2011. Email applicants will receive a return email confirming receipt. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. CBU is an equal opportunities employer.

G

■ **GENIE MÉCANIQUE** — Université d'Ottawa. Le Département de génie mécanique est à la recherche d'un(e) enseignant(e) pour combler un poste à temps plein à la postulation (poste de professeur(e) adjoint(e) ou agrégé(e)). Le département est à la recherche de candidat(e)s exceptionnel(la)s ayant une expérience préliminaire en conception en génie mécanique ou en génie mécanique et recherchant une spécialité en génie mécanique. La charge de travail inclut l'enseignement au premier cycle et aux études supérieures dans les programmes de génie mécanique, le développement d'enseignements et de projets de recherche. Indépendant(e) enseignant(e) la matière et au doctorat. Les candidat(e)s doivent détenir un diplôme de premier cycle en génie mécanique ainsi qu'un doctorat en génie mécanique dans une discipline mécanique. Les candidat(e)s doivent démontrer leur expérience en conception, un fort potentiel pour la recherche, ainsi que la capacité d'enseigner efficacement. Les candidat(e)s doivent être en mesure d'enseigner en français et en anglais et doivent être admissibles à l'Association des Ingénieurs de l'Ontario. Le Département de génie mécanique offre des diplômes de premier cycle et des cycles supérieurs en génie mécanique et en génie mécanique appliquée dans le domaine de la conception mécanique et de la mise au point de produits. Les domaines d'expertise en recherche au sein du département sont les suivants: la géométrie biomimétique, la prévision des séismes, les matériaux et les procédés de fabrication, la dynamique, l'automatisation et le thermofluide. Ces recherches s'effectuent dans un climat stimulant et l'entente entre les membres du département est forte. Pour rappel, que capitale de la recherche au Canada, Ottawa offre une chance unique de collaborer avec les laboratoires gouvernementaux, financiers et universitaires. Les personnes intéressées doivent faire parvenir leur curriculum vitae, une brève description de leurs intérêts pour la recherche et l'enseignement, une copie de trois contributions à la recherche dans des revues scientifiques d'au moins trois dernières à M. André Gosselin, directeur, Département de génie mécanique, 161 Louis-Pastor, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Les candidat(e)s seront acceptés jusqu'à ce que le poste soit pourvu. Tous les candidat(e)s qualifié(e)s sont invité(e)s à postuler; la priorité sera toutefois accordée aux Canadiens. Pour toute réclamation concernant l'Université d'Ottawa, sauf à la partie d'emploi et encourage les femmes, les autochtones, les membres de minorités visibles et les personnes handicapées à postuler. L'Université d'Ottawa est fière de sa tradition de bi-

# CAREERS CARRIÈRES

l'ingénierie vieille de plus de 160 ans. Par l'entremise de son Institut d'art et d'artificielles et du bilinguisme, l'Université offre aux membres de son personnel, de même qu'à leur conjoint ou conjointe, les moyens de développement. Au moment de leur permis de résidence, les membres feront de pouvoir fonctionner dans un milieu bilingue.

■ GEOLOGY — Cape Breton University. Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centerpiece and home to the Cobequid, Mi'kmaq and Acadian culture. CBU has a tradition for small class sizes, strong community involvement, and strong internal support for faculty research. More information about CBU and the Mathematics, Science and Technology Department can be found on the website at <http://www.cbu.ca>. CBU invites applications for a tenure-track position in Geology at the rank of Assistant Professor to commence July 2011, subject to budget approval. The successful candidate will have a PhD in Geology, preferably with related postdoctoral research, teaching experience and will contribute to teaching undergraduate courses in such areas as geological processes, examples, physical geology, engineering geology, and hydrogeology. Research specialization should be relevant to engineering geology, hydrogeology or environmental geology. A modeling background with GIS knowledge will be an asset. The successful candidate will establish vigorous externally funded research programs, engage in course updating and development, and demonstrate potential and commitment to teaching and undergraduate research, teaching/creative/scholarly activities and service to CBU, community and profession. The successful candidate will work closely with colleagues at the Centre for Sustainability in Energy & Environment (CSEE). The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number 2011-01-A, a complete dossier including curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a writing sample and three letters of reference (to be sent directly to CBU) to the Human Resources Department at Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@ns.allianzinc.ca. Website: [www.cbu.ca](http://www.cbu.ca). Applications must be received by March 7, 2011. Email applicants will receive a return email confirming receipt. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. CBU is an equal opportunities employer.

## H

■ HUMANITIES — University of King's College. The University of King's College invites applications for the position of Teaching Fellow in the Fall Term Year Programme. This is a one-year contract beginning 1 July 2011, with two possible renewals subject to review and budgetary approval. Duties include teaching and marking in an interdisciplinary and team-taught programme for first-year students. The programme covers a wide range (including works of literature, philosophy, religion, art and science) from the ancient world to the present. Teaching Fellows conduct the teaching of approximately 15 students for four to five hours a week, including lectures for eight hours a week. All candidates will have an MA or equivalent in some area of the humanities or social sciences as a minimum. Salary: approximately \$37,407-\$42,607. A letter of application with a curriculum vitae, a writing sample, letters of reference and a teaching dossier, should be sent to Dr. Peggy Heller, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia, B3H 2W5. Complete applications, along with letters of reference, should be received in hardcopy format by Friday, 18 March 2011. The position is subject to enrollment and budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens, permanent residents and those eligible under the North American Free Trade Agreement. The University of King's College is an equal opportunity employer of women, aboriginal persons, visible minorities, and persons with disabilities. Persons from these groups are strongly encouraged to apply.

## I

■ INGENIERIE — University of British Columbia. The Department of Education Studies at the Faculty of Education, University of British Columbia invites applications for an Assistant or Associate Professor in Indigenous Education. The Department of Education Studies is a research and teaching department concerned with the broad study of education as a lifelong pursuit occurring in educational institutions, community, workplace, and other contexts. The Department fulfills its mission by offering both undergraduate and graduate programs in the Faculty of Education, enrolling large numbers of masters and doctoral students. Programs are committed both to meeting traditional needs and to addressing contemporary and emerging approaches to emerging issues in education. Department graduate programs include specializations in Adult Education, Higher Education, Educational Administration and Leadership, Early Childhood Education, and Indigenous Education. The Department of Educational Studies is situated in the UBC Faculty of Education. The Faculty, a leader in Indigenous Education, offers a Master of Indigenous Education program (MIEP), a graduate Indigenous education and research specialization (fifteen seats) and is proposing an Indigenous Education PhD Specialization; sponsors a cross-Faculty Indigenous Education Research Cluster; publishes an annual theme issue of the Canadian Journal of Native Education; and has an Associate Dean for Indigenous Education leadership position. Many faculty members work with other educational organizations on education and research projects. The Faculty has a growing cadre of excellent Indigenous faculty members. The successful applicant will develop her/his Indigenous Education program in one or more program areas offered by the Department, at both the graduate and undergraduate levels. Expectations include: teaching and mentoring undergraduates and graduate students; contributing to the Department's and Faculty's Indigenous educational initia-

## J.H. Stewart Reid Memorial Fellowship for 2011–2012 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship Trust was founded to honour the memory of the first executive secretary of CAUT.

- One fellowship in the amount of \$5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Award is for one year

Application deadline:  
**April 30, 2011**

Eligibility criteria and fellowship application:  
<http://stewartreid.caaut.ca>

## Bourse commémorative J.H. Stewart Reid pour études doctorales 2011-2012

La Fiducie de la Bourse commémorative J.H. Stewart Reid a été créée pour rappeler la mémoire du premier secrétaire général de l'ACPPU.

Date limite:  
**30 avril 2011**

Information :  
<http://stewartreid.caaut.ca>

 Canadian Association of University Teachers // Association canadienne des professeures et professeurs d'université 2705, promenade Queensview Drive, Ottawa (Ontario) K2B 8K2 Email // Courriel : [stewartreid@caut.ca](mailto:stewartreid@caut.ca)

## DIRECTOR

*Institutional Research & Planning*

# LAURIER

Wilfrid Laurier University

Wilfrid Laurier University is a premier multi-campus university with a strong reputation for excellence in teaching, scholarship and research. Renowned for attracting the best and brightest students seeking an outstanding educational experience, Laurier strives to be a rich and supportive learning community. Laurier will be celebrating its centenary in 2011, an event marked in the University's new Academic Plan 2010-2015. 15,500 undergraduates and almost 1,500 graduate students are enrolled in a broad array of innovative programs offered on multiple campuses located throughout southern Ontario by the Faculties of Arts, Science, Music, Education, Social Work and Graduate and Postdoctoral Studies, the School of Business & Economics, and at the affiliated Waterloo Lutheran Seminary. A campus of roughly 2,600 students offering liberal arts education was initiated in Brantford in 1999.

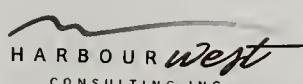
Reporting to the President & Vice-Chancellor, the Director, Institutional Research & Planning will oversee institutional data collection, reporting and management in support of strategic planning, assessment and benchmarking activities. S/he will provide information and analytical support to the senior management team in order to facilitate strategic planning, policy-making, resource allocations, enrolment projections and other processes requiring sound strategic

and quantitative analysis. The Director will provide leadership and technical expertise in data capture and management and will be responsible for interpreting and applying the directives of the Ontario Ministry of Training, Colleges and Universities related to accountability and key performance indicators, tuition-fee monitoring and reporting and the operating grant claim.

The ideal candidate will be a proven leader with more than ten (10) years of related experience in an academic setting; previous experience should include extensive involvement in institutional research and analysis, university planning and policy development, and administration. S/he will possess a PhD or Master's degree in a quantitatively based discipline and have strong technical skills with experience using technology for research, analysis and application of statistical concepts. A collaborative leadership style and excellent interpersonal and communication skills are essential.

Wilfrid Laurier University is committed to equity and values diversity. The University welcomes applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Should you be interested in learning more about this unique opportunity please contact Kelly Baron McIntosh at 604-998-4032 or forward your CV, a letter of introduction and the names and contact information for three referees, in confidence, to [info@hwest.ca](mailto:info@hwest.ca). We will respond to all who express interest.

  
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# CAREERS CARRIÈRES

University of Regina

## Positions Available in the FACULTY OF ENGINEERING & APPLIED SCIENCE

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

**Two Tenure-Track Positions**  
in the area of Petroleum Systems Engineering

**Term Lecturer Position**  
in the area of Petroleum Systems Engineering

**Tenure-Track Position**  
in the area of Petroleum Systems Engineering

For detailed descriptions on these positions, please visit [www.uregina.ca/hr/careers](http://www.uregina.ca/hr/careers)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self-identify on their applications.

University  
of  
Regina

University of Regina  
3737 Wascana Parkway  
Regina, Saskatchewan S4S 0A2  
[www.uregina.ca](http://www.uregina.ca)

## ASSOCIATE VICE-PRESIDENT Teaching & Learning

LAURIER  
Wilfrid Laurier University

Wilfrid Laurier University is a premier multi-campus university with a strong reputation for excellence in teaching, scholarship and research. Renowned for attracting the best and brightest students seeking an outstanding educational experience, Laurier strives to be a rich and supportive learning community. Laurier will be celebrating its centenary in 2011, an event marked in the University's new Academic Plan 2010-2015. 15,500 undergrad and almost 1,500 graduate students are enrolled in a broad array of innovative programs offered on multiple campuses located throughout southern Ontario by the Faculties of Arts, Science, Music, Education, Social Work and Graduate and Postdoctoral Studies, the School of Business & Economics, Laurier Brantford and the associated Waterloo Lutheran Seminary.

Wilfrid Laurier University's approach to teaching and learning is unequivocally tied to the development of the whole student and includes all areas, inside and outside the classroom, where knowledge, critical thinking, and skills are developed and applied. Reporting jointly to the Vice-President: Academic & Provost, and to the Vice-President: Student Affairs, the Associate Vice-President: Teaching & Learning will provide senior leadership and support to the institutional vision of excellence in teaching and learning as one of the two main pillars

of the University. Promoting the integration of research-based teaching pedagogy, and student learning and development best practices, the Associate Vice-President will collaborate with academic and professional colleagues to achieve institutional student learning and development outcomes complementary to the mission of the University. S/he will focus on initiatives that support a teaching and learning culture at Laurier focused on student success.

The ideal candidate will be a visionary leader with successful academic administrative experience and a willingness to lead institutional change. S/he will possess a PhD, or equivalent, and have proven leadership and achievements in the areas of teaching and learning and student development, both as a scholar and practitioner. The ideal candidate will have the expertise and ability to inspire new ways of thinking about, and engaging in, contemporary high-impact approaches to teaching, learning and student success. A collaborative leadership style, an ability to engage with multiple stakeholders and excellent communication skills are essential as is a passion for working with faculty, students and staff on teaching excellence and student success in a multi-campus environment.

Wilfrid Laurier University is committed to equity and values diversity. The University welcomes applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Should you be interested in learning more about this unique opportunity please contact Kelly Baron McIntosh at 604-998-4032 or forward your CV, a letter of introduction and the names and contact information for three referees, in confidence, to [info@hwest.ca](mailto:info@hwest.ca). We will respond to all who express interest.

  
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A leadership recruitment firm

ties; and implementing a research program that involves Indigenous communities, scholars, and centres of scholarship in British Columbia, and Internationally. Applicants must hold an earned doctoral degree and have expertise in Indigenous knowledge systems and critical and Indigenous research. More of the Department's program areas is required. The successful candidate will have demonstrated excellence in research and teaching, and success in the application of research with Indigenous communities. Rank and salary will be commensurate with experience and qualifications. Consideration of candidates will begin March 1, and will continue until the position is filled. The final deadline for applications will be March 31, 2011. This position is subject to budgetary approval. The University of British Columbia hires on the basis of merit and is committed to equity in its community. We encourage all qualified persons to apply. For this position, Canadians and permanent residents of Canada will be given priority and preference will also be given to Aboriginal candidates. Persons with disabilities are encouraged to self-identify. Section 42 of the BC Human Rights Code. Candidates seeking a preference may be required to prove qualification for the preference. Applications should include a letter indicating clearly position applied for, curriculum vitae, evidence of teaching excellence, a sample of scholarly research, and the names of three referees, including academic and professional references. The completed application should be sent by March 1, 2011 to: Professor Donald Fisher, Head Department of Educational Studies, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver, BC V6T 2Z4 Canada

enquiries: Sarah Wrey, at [swrey@vuw.edu](mailto:swrey@vuw.edu). Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority.

L

**■ LANGUAGE & LITERACY — University of Victoria** The Department of Curriculum & Instruction, University of Victoria, invites applications for a tenure-track position at the Assistant Professor level in the area of elementary school language and literacy education. The Department welcomes diverse approaches to theory, research and practice for literacy education. We invite applications from scholars whose research and teaching interests are focused on the promotion of research culture and literacy members are expected to contribute to teaching, scholarly research and professional activities. Aspects of the scope of programs and faculty interests include: <http://www.uvic.ca/education/curriculum/>. Responsibilities will include: (a) teaching undergraduate courses in language and literacy with a focus on the early and elementary years; (b) teaching graduate courses in the area of specifically focused on supervising graduate students; (c) developing and maintaining a program of active scholarly research; (d) participating in the governance of the university through involvement in the faculty and university committees; (e) contributing to community engagement and classroom teachers and other community members. **Qualifications & Experience:** 1) A PhD or Ed.D completed (or near completion) related to language and literacy education and literacy education; 2) An active research and publishing agenda; 3) Strong background in early years classroom pedagogy and research methodology; 4) An interest in one or more of the following areas: (a) early literacy, ESL, diversity, Indigenous learners, and writing and representing; 5) Demonstrated collaborative skills as well as excellent interpersonal and leadership qualities; 6) Superior teaching skills, including teaching to Grade 4 level. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all ages, and members of gender, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration regulations, Canadian permanent residents will be given first consideration. In consideration of the Faculty's Equity Policy and the mandate to recruit and retain a diverse group of faculty and staff, we invite applications from these groups to voluntarily self-identify. The anticipated start date of appointment will be July 1, 2011. Applications should include curriculum vitae, the names of three referees, no letters of reference need to be submitted at this time and a letter of application and indicates a desire to receive a research agenda. Deadlines for receipt of applications is February 28, 2011 to: Dr. Robert J. Anthony, Chair, Department of Curriculum & Instruction, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC V8W 3X7, Canada.

**■ LIBRARY — York University** York University Libraries seeks a motivated and service-oriented librarian to serve as a member of the Peter F. Brantford Business Library and to provide collections and research assistance, instruction, collections and liaison services related to business teaching and research at York University, with special responsibilities in the area of finance. York University offers a wide range of programs and services to academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, students, staff and international students and deliver the unexpected. The Peter F. Brantford Business Library, located in the award-winning Seymour Schulich Building, provides facilities, resources, and reference, research and instructional services to the business community of York University, including those of the highly ranked Schulich School of Business. A comprehensive collection of print, electronic and data resources supports quantitative and qualitative research in business and management areas. Four full-time librarians and four full-time support staff are currently based in the Brantford Library. York University Libraries consists of a large central library and three branch libraries, the Peter F. Brantford Business Library, the Peter F. Brantford Business Library, and the Peter F. Brantford Business Library. York's collections have over six million items, including 2.5 million print volumes, over 45,000 electronic journals and most major online business resources. York University faculty and students participate in teaching, reference, collection development, liaison, research and assessment activities in the libraries and elsewhere on campus, and in the development of new programs and services to support faculty and student research and teaching. York University students in business and management courses find, evaluating and interpreting financial, industry and economic information derived from a wide range of information resources. The librarian will assist students and faculty in identifying and applying the quantitative and qualitative skills required to locate, evaluate and use finance data resources effectively. The librarian will liaise with faculty, support faculty and graduate students in teaching and research, conduct development activities for finance-related subjects and provide specialized reference assistance. The librarian will provide instruction for business subjects and play a role in the teaching and learning of business subjects in York programs. The successful candidate will also participate in the shared decision-making of the Peter F. Brantford Business Library staff and on collegial committees. The Peter F. Brantford Business Library Regular events and weekend shifts are required. The successful candidate will have the following qualifications: a) An ALA-accredited MLS or equivalent with up to eight years post-MLS experience; b) Experience in business or research areas and/or relevant expertise in business librarianship; c) Strong quantitative and analytical skills required; d) Demonstrated knowledge of quantitative and qualitative research methods, systems and tools; e) Experience in using statistical software, and in manipulating raw data in order to analyze, customize and format reports; f) Demonstrated knowledge of financial and business subjects and their use in using Bloomberg, Mergers, and Thomson databases; g) Demonstrated ability to provide business reference or research services; h) Demonstrated understanding of methods of effective instruction and ability to teach in a variety of settings and formats;



# CAREERS CARRIÈRES

## Faculty of Social Work Assistant Professor Central and Northern Alberta Edmonton - #6746



UNIVERSITY OF CALGARY

From its Regional office in Edmonton, the Faculty offers BSW and MSW degrees to students in central and northern Alberta. We are seeking a candidate to teach in our Clinical Practice specialization MSW, as well as in the generalist BSW in Edmonton and in rural sites in northern and First Nation and Métis communities. Areas of expertise include any combination of the following: child welfare and child development; poverty and homelessness; aging, health/mental health and addictions; diversity, multicultural issues and services for immigrants and refugees; and, Aboriginal community capacity building. In addition, background and experience in curriculum development, alternative delivery models, and community-based research and practice are desired.

The Edmonton-based Central and Northern Alberta region of the Faculty of Social Work, University of Calgary invites applications for a tenure-track faculty position at the Assistant Professor rank. Candidates must possess a doctorate (or near completion), at least one degree in social work (or equivalent), refereed scholarly publications, practice experience, university-level teaching experience, and a demonstrated capacity to work effectively in a collaborative environment.

Rank and salary for this position is at the Assistant Professor level, however, where qualifications and previous academic experience warrant, consideration will be given at a higher rank. The Faculty is committed to increasing racial, cultural, ethnic and gender diversity in its staff complement and therefore encourages applications that would support this commitment.

The University of Calgary is a young, dynamic, comprehensive research university. The Faculty of Social Work is research-intensive, supporting inter-professional and community-based enquiry from multiple perspectives in the generation and application of knowledge to social and individual change. The Faculty is the sole provider of social work degrees in Alberta. The Edmonton-based Central and Northern Alberta Region serves approximately 100 MSW students and 175 BSW students.

The competition will remain open until qualified applicants have been chosen; recruitment activities will commence immediately with appointment date to coincide with the beginning of either the academic Fall or Winter Sessions over the next two years. Information about our programs may be found on the Faculty of Social Work website: [www.fsw.ucalgary.ca](http://www.fsw.ucalgary.ca).

Applications should include a statement that explains how the applicant's program of research and publication record, and teaching and social work practice experience qualifies the individual for this position. Please send a letter of application, curriculum vitae, sample of published work, sample course outline, and names and contact information of three referees to:

Dr. Avery Cathou  
Associate Dean and Head  
Central and Northern Alberta Region  
Faculty of Social Work, University of Calgary  
#444, 11044-82 Avenue, Edmonton, AB T6G 0T2  
Phone: (780) 492-2520. Fax: (780) 492-5774  
Email: [cathou@ucalgary.ca](mailto:cathou@ucalgary.ca)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates, and encourages diversity.



## Positions Available in the FACULTY OF SCIENCE

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

### Two Tenure-Track Positions in the Department of Biology in the area of Animal Biology/Animal Cell Biology/Animal Physiology

For detailed descriptions on these positions, please visit [www.uregina.ca/hr/careers](http://www.uregina.ca/hr/careers)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self-identify on their applications.



University of Regina  
3737 Wascana Parkway  
Regina, Saskatchewan S4S 0A2  
[www.uregina.ca](http://www.uregina.ca)

These letters of reference indicating first-hand knowledge of the candidate's teaching and research abilities should be forwarded under separate cover. Additional material may be requested later. Dr. Jeffrey L. Stokes, Acting Head, Department of Business Administration Studies, Don Wright Faculty of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Review of applications begins on April 1, 2011. Applications are subject to a final review. Applications should have written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents are preferred. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities.

**T**he University of Saskatchewan invites applications for a tenure-track faculty position in Toxicology at the rank of assistant professor effective September 1, 2011. This position has been created as part of the Northern Ecosystem Toxicology Initiative, a campus-wide priority aimed at creating and sustaining a truly the largest and most comprehensive toxicology program in Canada (see [www.usask.ca/toxicology](http://www.usask.ca/toxicology)). We seek an individual that uses integrative physiological approaches to study mechanisms of toxicity in model organisms and in sub-prime environmental test species. The use of genomic (transcriptomic, proteomic and/or metabolomic) approaches in mammals would be an asset. The candidate is expected to develop a strong, externally funded research program and teaching philosophy, and full context information for three research areas. In consultation to Dr. David Janz, Acting Chair, Toxicology, University of Saskatchewan, 44 Campus Drive, Saskatoon, SK, S7N 5B3; Email: [david.janz@usask.ca](mailto:david.janz@usask.ca)

equivalent) experience is required. Depending upon the successful candidate's expertise and wishes, the position will be academically placed in either the Department of Veterinary Pathology, Western College of Veterinary Medicine, the Department of Pathology and Laboratory Medicine (pathology), the Division of Pharmacy, College of Pharmacy and Nutrition ([www.usask.ca/pharmacy/nutrition](http://www.usask.ca/pharmacy/nutrition)), the Department of Food Science, the College of Agriculture and Bioresources ([www.usask.ca/index.php?page=animal-poultry-sciences](http://www.usask.ca/index.php?page=animal-poultry-sciences)), or the recently established School of Environmental and Sustainable (www.usask.ca/ess) in all cases in a full tenure-track position. The position outline will include teaching a senior undergraduate course in Systemic Toxicology with the Toxicology BSc program, a graduate course in toxicology, and a research course within the Toxicology Graduate Program, and an additional undergraduate or graduate course within the designated academic unit. Located in Saskatoon, the University of Saskatchewan (www.usask.ca) is one of Canada's leading research intensive universities and is currently undergoing approximately \$1 billion in capital development. Exceptional research facilities exist on campus, including an advanced electron microscope, a large electron microscope, a bridge, a large plasma TV, handweld floors, driveways, semi-private patio, view of trees, 5 min drive to downtown, 10 min drive to Delhousie, 5 min drive to Mary's University, close to the city center, 5 min drive to shopping, 15 min drive to Hydrogen Market, located on quiet crescent. Available May 1, 2011 for a 16 (or 12) month lease (leaving for Sabatini), \$1300 + utilities/heat. Photos available upon request. Call 902-420-5876 or email: [mythili.rajyal@usask.ca](mailto:mythili.rajyal@usask.ca).

## ACCOMMODATIONS

**SOUTH OF FRANCHE** - Furnished one-bed house (sleeps 5) in village near L'Isle-Verte de Montpellier from \$1200 per month and three Bed & Breakfast from \$1400 per month, both with private terraces and fully surrounded. [www.homeaway.ca/vacation-rental/p/252988](http://www.homeaway.ca/vacation-rental/p/252988); [www.homeaway.ca/vacation-rental/p/161271](http://www.homeaway.ca/vacation-rental/p/161271) Either available for short or long term rental. B. [www.homeaway.ca/vacation-rental/p/416-5320](http://www.homeaway.ca/vacation-rental/p/416-5320)

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## Tenured and Tenure-Track Positions

Applications are invited for tenured or tenure-track faculty positions at the Assistant, Associate and Full Professor levels, as well as Canada Research Chairs. Exceptional candidates are being sought in all areas of Civil, Environmental, Mining and Petroleum Engineering. We are particularly interested in high quality candidates in the areas of:

- Geotechnical/Geoenvironmental Engineering:** The areas of interest include, but are not limited to, soil dynamics and earthquake engineering, cold regions engineering or mine waste management. Candidate must have a background in geotechnical engineering.
- Mining Engineering:** The areas of interest include surface mining, mine risk assessment and management, environmental waste management and permitting, and project management.
- Petroleum Engineering:** Applicants from all areas related to petroleum engineering will be considered, especially in the area of unconventional oil and gas recovery techniques.
- Structural Engineering:** The areas of interests include, but are not limited to, structural dynamics and earthquake engineering, structural risk and reliability, and sustainability and durability of infrastructure. Candidates must have a background in structural engineering.
- Transportation Engineering:** Applicants from all areas related to transportation planning and traffic safety will be considered, especially in the areas of multi-modal transportation, transportation policy and economics, and urban traffic safety.
- Infrastructure Engineering and Management:** Applicants from all areas related to infrastructure engineering and management will be considered. A strong background in the areas of transportation engineering and planning, construction materials, construction management, and/or structural engineering would be an asset.

For complete lists of duties and qualifications, please visit [www.careers.ualberta.ca/Engineering/Faculty/](http://www.careers.ualberta.ca/Engineering/Faculty/)

The Department also invites applications for the position of City of Edmonton Research Chair in Urban Traffic Safety. The Chair position is funded by the City

of Edmonton and is designed to lead our research efforts in urban traffic safety. The successful candidate will be expected to develop significant research, education, and training programs in the area of urban traffic safety. The focus of the research program will be include, but not limited to, traffic statistics, modeling, evaluation, predictability, probability, and optimization. The Chair will also be expected to develop undergraduate and graduate courses related to traffic safety, supervise graduate students, and collaborate with City of Edmonton on the development as a leader in traffic safety planning and design both nationally and internationally.

All candidates must be licensed professional engineers with eligibility for membership in the Association of Professional Engineers, Geologists, and Geophysicists of Alberta (APEGGA) and must have a PhD in either Civil, Environmental, Mining, or Petroleum Engineering, or in a related specialty. Successful candidates must also demonstrate a commitment to teaching and research at the university level and are expected to develop a significant independent research program, supervise graduate students and teach graduate and undergraduate courses in their fields of interest.

Applicants are invited to submit their curriculum vitae including employment history, a statement outlining research and teaching interests, a brief description of major contributions, reprints of at least three representative research papers, the names of at least three referees, and an indication of the position you would like to be considered for to:

Dr. J.J. Roger Cheng, Chair  
Department of Civil and  
Environmental Engineering  
School of Mining and  
Petroleum Engineering  
University of Alberta  
Edmonton, Alberta, Canada T6G 2W2

Review of applications and selection of short-listed candidates will begin on February 1, 2011; however, the competition will remain open until filled.

[civil.chair@ualberta.ca](mailto:civil.chair@ualberta.ca)

University of Regina

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



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## Dean of Science

Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

The City of Brandon has a population of approximately 46,000 and offers a high quality of living. Brandon is a culturally-rich community with a vibrant economy and many all-season recreational opportunities. It is situated one hour from Riding Mountain National Park and is two hours west of the City of Winnipeg.

The new Dean will be an experienced and dynamic leader whose focus on the strength and breadth of the Faculty of Science and its potential inspires faculty and staff to deliver an excellent educational experience to students. She will promote innovation in research on the part of faculty members and students and will build upon prior Tri-Council and other external research funding accomplishments. The successful candidate will continue to raise the profile of the Faculty within the University and externally. The ideal candidate will be a respected scholar and educator, eligible for tenured appointment at the rank of associate or full professor. The Faculty of Science is home to the Departments of Applied Disaster and Emergency Studies, Biology, Chemistry, Geography, Geology, Mathematics and Computer Science, Physics and Astronomy, and Psychology as well as an inter-disciplinary Environmental Science program. The new Dean will provide the leadership necessary to balance the unique demands of the Faculty of Science in its efforts to promote strengths in teaching and research and to support proposed master's programs within the faculty.

**Qualifications:** Ph.D. and professional experience appropriate for tenured appointment at the rank of associate or full professor are required.

**Application Deadline:** February 15, 2011 (or until position is filled).

**Start Date:** July 1, 2011 or upon the availability of the successful candidate.

**Term of Appointment:** Five years (renewable).

**Salary:** Commensurate with qualifications and experience.

Please send a letter of application, a CV and the names/addresses of three references.

We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interview will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

### Something Special

**Contact:**  
Dr. Scott Grills  
Vice-President  
(Academic & Research)  
Brandon University  
270-16th Street  
Brandon, Manitoba  
Canada R7A 6A9  
E-mail: [vp\\_ar@brandonu.ca](mailto:vp_ar@brandonu.ca)  
Phone: (204) 728-7340

For more  
information visit:  
[www.brandou.ca](http://www.brandou.ca)



Wilfrid Laurier University

## Tenure-Track Positions FACULTY OF SCIENCE

### BIOLOGY

#### Wetland Ecology

The Department of Biology invites applications for a tenure-track Assistant Professor position in Wetland Ecology starting July 1, 2011, subject to budgetary approval.

Candidates should have a PhD and be working in the broadly defined area of wetlands ecology which may include research on riverine, lacustrine, and/or semi-terrestrial systems. Individuals with research interest(s) in behavioural, population, community, or ecosystem ecology, ecophysiology, conservation, restoration, management, invasive species, or the effects of climate change will be considered. The successful candidate will be expected to lead a strong, externally-funded research program to complement our strengths in ecology, behaviour, physiology, and toxicology. The program should contribute to the training of highly qualified undergraduates, graduate students, and post-doctoral scholars as well as to the scholarly reputation of Laurier. Postdoctoral experience will be considered an asset.

Research and teaching in the Department of Biology ([www.wlu.ca/science/biology](http://www.wlu.ca/science/biology)) is comprised of 3 interconnecting streams: A-Cell, Molecular & Microbial Biology and Genetics; B-Biodiversity, Ecology, and Evolution; and C-Physiology and Toxicology.

We offer several undergraduate programs and an MSc in Integrative Biology that promote an understanding of the form, function, and interactions of life processes and structures, at every level of biological organization (i.e. molecules to ecosystem). The successful candidate will contribute to teaching existing undergraduate courses in Biology and will have the opportunity to develop senior courses and graduate-level courses in his or her area of specialization.

Applicants should send a curriculum vitae, a statement regarding teaching experience and interests, a research proposal, and contact information (address, telephone, and email) for at least three referees to Dr. Lucy E.J. Lee, Chair, Department of Biology, Wilfrid Laurier University, Waterloo, ON N2L 3C5; Email: [llee@wlu.ca](mailto:llee@wlu.ca). Applicants can learn more about the Department of Chemistry at Laurier at [www.wlu.ca/science/chemistry](http://www.wlu.ca/science/chemistry).

### CHEMISTRY

#### Biochemistry

The Department of Chemistry invites applications for a tenure-track appointment in Biochemistry at the Assistant Professor level beginning July 1, 2011, subject to budgetary approval.

The Department welcomes applicants who have demonstrated excellence in research in Biochemistry and is particularly interested in applicants whose research is in the areas of enzymology, molecular biotechnology, pharmaceutical biochemistry or medicinal chemistry that complement the current research activities in the Department. Applicants must have completed their PhD degree in Chemistry, Biochemistry or Biological Chemistry, and preferably have postdoctoral research experience in experimental biochemistry and have some teaching experience.

The successful candidate is required to teach biochemistry courses within the Honours Biochemistry & Biotechnology program in the Department of Chemistry, and to supervise undergraduate and graduate research. The successful candidate should have excellent potential in both teaching and research and will be expected to attract external funding and develop an active research program.

Applicants should send a curriculum vitae, a statement regarding teaching experience and interests, a research proposal, and contact information (address, telephone, and email) for at least three referees to Dr. Ian Hamilton, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, ON N2L 3C5; Email: [ihamilton@wlu.ca](mailto:ihamilton@wlu.ca). Applicants can learn more about the Department of Chemistry at Laurier at [www.wlu.ca/science/chemistry](http://www.wlu.ca/science/chemistry).

### MATHEMATICS

The Department of Mathematics invites applications for a tenure-track position at the rank of Assistant Professor to begin July 1, 2011, subject to budgetary approval.

Applicants in any area of pure mathematics will be considered, with priority given to areas that support the Department's programs in applicable mathematics. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. The Mathematics Department is a dynamic part of Laurier's Faculty of Science, with a focus on applicable mathematics.

Applicants should submit a curriculum vitae, research plan, copies of up to three recent publications, and a teaching dossier (including teaching evaluations), and arrange for three letters of reference to be sent to: Dr. David C. Vaughan, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5, or to [mathdept@wlu.ca](mailto:mathdept@wlu.ca). More information about the department and its programs may be found at [www.wlu.ca/science/math](http://www.wlu.ca/science/math).

### PSYCHOLOGY

#### Behavioral Neuroscience/ Health Sciences

The Psychology Department invites applications for a tenure-track appointment in Behavioural Neuroscience/Health Sciences at the Assistant Professor level beginning July 1, 2011, subject to budgetary approval.

Applications are welcome from candidates with research interests in any area of Behavioural Neuroscience, but preference will be given to candidates who can augment the department's current research interests in this area. The successful applicant will have the opportunity to supervise students in the MSc and PhD programs in the Behavioural Neuroscience area of the department and in addition to teaching in Psychology may teach, as appropriate, in Laurier's new Health Sciences program. Applicants should have a PhD, an active program of research with strong potential for external funding, and a commitment to and ability in teaching.

Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and contact information for at least three referees to Dr. Roelof Elkeleboom, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: [psychology@wlu.ca](mailto:psychology@wlu.ca)). Applicants can learn more about the Department and current faculty interests at [www.wlu.ca/science/psychology](http://www.wlu.ca/science/psychology).

Applications will be accepted until March 15, 2011, or until the position is filled.

Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Science, Dr. Paul Jessep ([jessep@wlu.ca](mailto:jessep@wlu.ca)). Further information on the equity policy can be found at [http://www.wlu.ca/page.php?grp\\_id=2465&sp=10545](http://www.wlu.ca/page.php?grp_id=2465&sp=10545)

## Faculty of Education Tenure-Track Positions

The Faculty of Education at Brock University invites applications for the following probationary tenure-track positions at the rank of assistant professor. We seek applicants for each position with an earned doctorate, a record of scholarship and service, and related work experience in educational settings appropriate to each position. The successful candidates for each position will be expected to teach at the undergraduate and graduate levels, supervise graduate student research, provide service to the university and community, and engage in research and scholarship.

### Department of Graduate and Undergraduate Studies in Education

**Social and Cultural Contexts in Education**  
Qualifications include a doctorate focusing on social and cultural contexts of education, social justice and equity studies, with special consideration given to Aboriginal applicants, and/or applicants with a specialization in Aboriginal education. The successful candidate will demonstrate a strong commitment to scholarly research as well as experience working in educational settings. The candidate will be expected to teach at both the graduate and undergraduate levels, and may have the opportunity to teach in our international masters program. Travel to off-campus locations for instructional purposes is required.

**Administration and Leadership in Education**  
Qualifications include a doctorate focusing on Administration, Policy and Leadership, demonstrate a strong commitment to scholarly research and publications, and have an excellent command of English. First-hand experience in educational settings would strengthen the application, as well as expertise in Adult and/or Higher Education. The candidate will be expected to teach at both the graduate and undergraduate levels, and may have the opportunity to teach in our international masters program. Travel to off-campus locations for instructional purposes is required.

### Department of Teacher Education

**Special Education**  
Qualifications include a doctoral degree in special education, with expertise related to the preparation of teacher candidates in the fundamentals of special education with a focus on inclusive practices. The successful candidate will demonstrate a strong

commitment to scholarly research, combined with prior experience teaching at elementary and/or secondary levels. Knowledge of the Ontario school system would be an asset.

#### Technological Education

Qualifications include a doctoral degree in technology education, with expertise related to technology education and the preparation of teacher candidates in areas such as computer technology, communications, construction, green industries, aesthetics, health care, hospitality and tourism, manufacturing, technological design, and transportation. The successful candidate will assume leadership of the Teacher Education department's well established intermediate/senior Technological Education program, and will demonstrate a strong commitment to scholarly research and prior experience and expertise teaching broad based technologies at elementary and/or secondary levels. Knowledge of the Ontario school system would be an asset.

For full posting details, please visit [brocku.ca/hr-ehs/career-opportunities-2](http://brocku.ca/hr-ehs/career-opportunities-2)

The appointments, subject to final budgetary approval, will commence July 1, 2011. The deadline for applications is March 15, 2011. Salary will be based on qualifications and experience. Applications must include a full curriculum vitae and a list of three referees, including contact information.

Please address applications to: Dr. Fiona Blakie, Dean, Faculty of Education, Brock University, St. Catharines, ON L2S 3A1

E research@brocku.ca

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at [brocku.ca/weblm/send/1095](http://brocku.ca/weblm/send/1095) and include the completed form with their application.

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